

# LOCAL GOVERNMENT SERVICE

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CONFERENCE  
NUMBER

THE Conference opened on Saturday morning in a hall hung with Scottish tartans all round the gallery and across the front of the platform. Banners at intervals depicted the various branches of local government, and a huge N.A.L.G.O. sign had been erected at the back of the platform.

The official welcome by Lord Provost Watt was notable for the suggestion it contained that Universities should co-operate in providing courses of instruction for officers to improve their qualifications and in the establishment of a "Local Government Diploma."

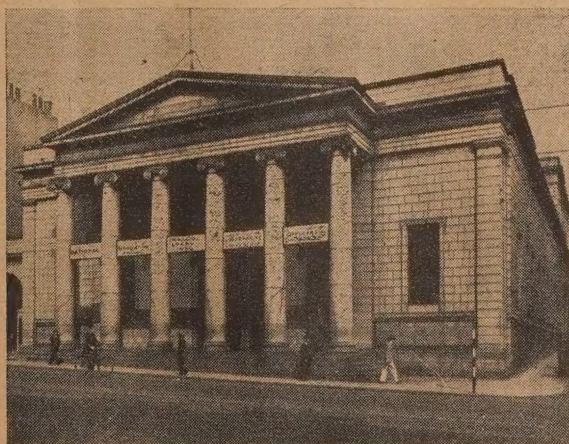
Punctually at 9.30 the Lord Provost and Lady Provost, and members of the Aberdeen Corporation, with the President, Members of Parliament, and members of the National Executive Council, mounted the platform—and the Conference had commenced.

Lord Provost Watt struck the right note when he began: "Members of the National Association of Local Government Officers, hereinafter known as N.A.L.G.O.," and a friendly atmosphere was at once established. He said they welcomed the Conference to Aberdeen, and he did not think any conference could be more congenial than one which related to the great work of local government. He had been impressed with the extraordinary development of their great Association. It was not very old—about thirty years since its small beginnings—but it had developed into a very important and influential body. That was all for the good of local government. Eleven years ago there were about 37,000 subscribing members, but since then the membership had grown to over 86,000. That large increase in itself was a testimony to the attractiveness and effectiveness

of their great Association. It was clear such progress would not have been achieved unless the movement had real vitality, and a glance at its list of activities gave abundant proof. "In other words," he added, amid laughter, "you must all be Aberdonians; you want to get value for your money."

"It seems to me," he continued, "that the local government service is a great national service, and it plays a part in the national life which is just as important, though different, as that played by the different branches of the civil service." In the War, there were those in the front line, while others in the back areas wore red tabs and arranged matters for those in the front line. N.A.L.G.O. was in the "front-line trenches" carrying on the work of the country, while they were behind somewhere. He did not say this in any depreciatory spirit, but they did know that behind them was the staff, represented by the civil service in all its great departments. "It is highly important in these days," continued the Lord Provost, "that there should be the closest liaison between these two great sections, and if the liaison were closer in some things I think some

of the blunders and mishaps with which we have been confronted would have been avoided. I will suggest one example which will probably appeal to some of you—the Unemployment Assistance Board regulations. These were incubated in Whitehall, and, as far as some of us could find out, there had not been a great deal, if any, consultation with the front-line troops. What was the result? No sooner had the regulations been promulgated than they had to be withdrawn. If there had been adequate and well-found consultation, I think it is possible that that rather disastrous result might have been avoided." Too much emphasis could not be laid on the value of the Association's work for improving and raising the status of the local government officer, he went on. They wanted in the local government service the best men with the best qualifications, and the work N.A.L.G.O. was doing to induce members to equip themselves more and more efficiently for their jobs was a thing to be heartily encouraged, and a thing to be assisted as much as possible by the local authorities themselves. He believed in the principle of recognising and rewarding merit, and a man who took a diploma in any branch of municipal work became, generally speaking, a more valuable man. He was worth more, and therefore should be paid more. "I think the Universities must co-operate in endeavouring to supply courses of instruction in order to help local government officers to improve their qualifications and status," he said. "Some Universities are by no means indifferent to the importance of that subject. We want the Universities to come down right into the life of the people. Academic isolation is no use in these days, and if our Universities are to play their part in the national life they have got to mix with people in the best way possible, and give opportunities to all classes of the people to improve their positions. It seems to me the establishment of a Local Government Diploma of some sort is a thing very well within the scope and purpose of our great Universities." (Applause.) In the name of the Corporation, he cordially welcomed the delegates to Aberdeen.



MUSIC HALL, ABERDEEN

## Conference of Bon-Accord

### Important Decisions on Policy Taken



Lord PROVOST WATT

**Mr. H. Garro Jones, M.P.**, endorsed the welcome, saying he had been much impressed by the Lord Provost's remarks regarding their function as a liaison between the civil service and the people of this country. It was true the civil service was inclined to be detached from the realities of politics and political administration, and to attach greater importance to subjects which perhaps did not so much affect the well-being of the people. The real subjects which built up the happiness and wealth of the nation were those which local government officers were charged to administer. Therefore, the pride which Aberdeen felt in the fact they had chosen that city for their conference was justified. He hoped local government officers as well as the civil service would always display the same anxiety to help any party which came into power, in local as in national administration. "If that impartiality were ever weakened," he added, "it would be a bad day for the unity and welfare of our land."

The President, acknowledging, thanked the Lord Provost and Mr. Garro Jones for the felicitous observations regarding N.A.L.G.O. There seemed to be something very attractive about a Scotch welcome; it was very acceptable and it was lasting. N.A.L.G.O. had had four conferences in Scotland, and on each occasion the impression created had remained intact until they came again. But this was their first visit to the wonderful University and cathedral city of Aberdeen, and prominent amongst the happy recollections they would take away—if they were allowed to (laughter)—would be the ideal reception of the previous evening, and that morning's friendly welcome. There were features in Aberdeen which did not exist anywhere else, and other features he imagined which could not be excelled, even if they were equalled. The proverbial meanness of the Aberdonian, which existed only in anecdote, was, he understood, a source of revenue to the locality and the money derived by those interesting yarns had been devoted to philanthropic purposes. (Laughter.) The charitable instincts of the Aberdonians exceeded those of any other place in Scotland, and under the heading amount per head, it equalled, if it did not exceed, what was given to charity in the British Isles. Mr. Coster recalled that since the conference first came to Scotland in 1921, the membership

had increased by 140 per cent. They were in Edinburgh five years ago, and since then the membership had gone up by 25,000. In 1921 there were 307 branches, and now there were 550. The income of the general fund in 1920 was £22,000; in 1930, £53,000, and last year it totalled £125,000. A new item to the general fund was the holiday centre account; three holiday centres had come into existence since they were last in Scotland, and they hoped soon to have a holiday centre or guest house in Scotland, and another in the South of England. Subscriptions to the Benevolent and Orphan Fund in 1921 totalled £4,600; last year they were £13,550, and £10,000 was given in grants to those not so well off as themselves. The Provident Society, Approved Society, and Insurance Section were all very much alive, while the Building Society, which came into operation in 1932, had made phenomenal strides, and was responsible for three-quarters of the £2,365,000 shown as the assets of N.A.L.G.O. and its associated activities. These figures revealed a state of affairs of which they could all be proud. This must be regarded as the material side of their organisation, but there was another to which the Lord Provost had been good enough to refer, which came under the heading of educational programme and public relations policy. The first exhibited a determined effort to encourage and afford facilities for qualifying for administrative, clerical, and technical offices in the service; the second was that something which would commend them to Parliament, the local authorities they served, and to the community generally, their bona fides, their readiness and fitness to assist in everything calculated to promote and maintain a high standard of efficiency in the administration of public affairs. The welcome given the delegates encouraged them to think they were working on the right lines, and thus anything that could be done to improve the status of the individual, to better equip him for all he had to do, was something for which they had striven, and which, with such encouragement, they hoped quickly to attain. (Applause.)

The Lord Provost briefly acknowledged.

#### BENEVOLENT AND ORPHAN TROPHIES

**Mr. F. J. Willett**, in the unavoidable absence of Mr. Newton (Chairman of the Benevolent and Orphan Fund Management Committee), announced the winners of the Benevolent and Orphan Fund trophies. He said the total amount contributed to the fund was £15,393 5s. 11d., a slight decrease on last year, due not to the lessening of contributions from branches but to other circumstances. They trusted during 1936 the branches would overcome the deficit. He asked the Lady Provost to accept the purses, and present the awards as follows:

The "Sir Homewood Crawford" Shield (highest amount per member) was gained by Camberwell Branch with a membership of 164, an average contribution of £1 5s. od.; the "Sir Charles Wakefield" (Lord Wakefield) Shield (awarded for highest aggregate amount) went to Liverpool Branch with £450; the "Bridlington" Cup (for highest aggregate amount from

branch with a membership not exceeding 75) went to Maidstone with membership 72, and a contribution of £48.

Awards were made to the following branches which had contributed £1,000: Lambeth, Surrey, Lancashire, Bradford, Leicester, Kent, and Bournemouth.

The following amounts were contributed by the various districts: Metropolitan, £3,102; North Western, £3,452 14s. 6d.; North Eastern, £851 9s. 8d.; Yorkshire, £1,727 16s. 8d.; East Midland, £922 19s.; West Midland, £1,019 2s.; Eastern, £816 10s. 11d.; South Eastern, £693 2s. 3d.; Southern £562 5s. 3d.; South Western, £850 16s. 1d.; South Wales and Monmouthshire, £846 9s.; Scotland £365 8s. 3d.; Sundry, £130 4s. 10d.

The Lady Provost also presented the sports trophies.

The "N.A.L.G.O." Trophy for golf was won by Mr. C. J. Howe (Dundee); the Hugh Begg Cup for bowls was won by the Glasgow Team; the Lowestoft Cup for tennis was won by Mr. J. B. Gerry (Aberdeen), while the London County Council Branch won the Correspondence Chess Cup.

Miss L. H. Wooldridge proposed a vote of thanks to the Lady Provost, and presented her with a bouquet, at the same time thanking her for the active interest she had shown in the Conference.

The Lady Provost, acknowledging, declared that was one of the pleasantest duties which had come her way. It was a satisfactory thing to find they had so large an amount coming into the fund.

The civic party then left the platform.

#### PRESIDENT'S ADDRESS

Mr. Coster then made his presidential address, which was published in the June issue of LOCAL GOVERNMENT SERVICE.

Mr. N. Wilson (Birkenhead) moved a vote of thanks to the president, saying the North-Western District were proud one of their members had been made president. As clerk of the largest poor law union in England, and as a man of



President G. W. COSTER, M.B.E.



Lady PROVOST WATT

high ability, and a man who had served faithfully in the interests of his colleagues in the poor law service, they had known him as a person of almost legendary character. After the passing of the Local Government Act, when he became one of themselves, they speedily realised he had not belied his reputation, and the service he gave his poor law colleagues had been given instinctively to N.A.L.G.O.

#### M.P.s' ADDRESSES

The Conference was then addressed by three Members of Parliament, **Sir Henry Jackson, Bt., Sir William Jenkins, and Mr. Dingle Foot.**

Introducing the speakers, the president said N.A.L.G.O. was fortunate in having many friends at Westminster, but these were three special friends. Sir Henry Jackson was an old friend; Sir William Jenkins came for the first time last year. For years they had been charmed, instructed, and entertained by Mr. Isaac Foot, who through circumstances over which he had no control could not come in the Westminster group that morning; in his place they had his son, Mr. Dingle Foot, who had been present at previous conferences; on former occasions Mr. Dingle Foot had been "one over the three," but that morning he was one of the three. (Laughter and applause.)

**Sir Henry Jackson** said generally his duty at the conference was to state what had been the most prominent features of Parliamentary procedure affecting the Association—rather a "bread-and-butter" sort of speech, although of importance. But on this occasion the Aberdeen Conference would have a red letter attached to it, as he had to announce a real victory—the decision of the Government to establish a compulsory Superannuation Bill—which was the final culmination of a long series of great efforts for which N.A.L.G.O. must always have the chief credit and chief reward.

That great achievement had not been accomplished without great effort and persistence, and as one who during the last five years had been fairly closely associated with the many conferences which had resulted in that final triumph, he would like to pay his tribute to the exceedingly fortunate position in which the Association had been through those who had represented them. Sir Henry said in 1934 he introduced a Private Bill; they were invited to Whitehall to discuss it with the Minister, and afterwards he agreed to withdraw the Bill in order to get some

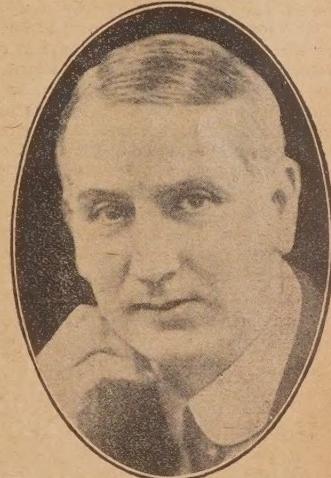
measure of agreement. The Executive was able to arrange a joint conference made up of representatives of the County Councils Association; the Association of Municipal Corporations; the Rural District Councils' Association, and the Urban District Councils' Association, and this was later joined by the Trades Union Congress. A letter was sent to the then Prime Minister in the spring of last year, when he indicated there were still difficulties to be dealt with, but the Executive was not depressed, and after the general election they once again approached the Minister of Health, and asked Sir Kingsley Wood to take up the task. In March, he (the speaker) acted as spokesman on a deputation when they brought forward an agreed scheme, and one accepted by the employing authorities. To his surprise, the Minister, with the full authority of the Government, told them it was the intention of the Government during the next session to introduce a Bill embodying the question of compulsory superannuation. They assured him for all practical purposes it was an agreed Bill, and they were told officials would at once get into touch with the officers of the Association for the drafting of the Bill. "That is a great and real victory," said Sir Henry. "This Association almost came into existence to achieve that end, which after all these years has been achieved. I do not know whether you will sing the *Nunc Dimittis*; I rather think not, for there are still many things to be done. I have simply been the mouthpiece, and in the end it is due to the fine policy your officers and Executive have pursued. This conference represents the first year of a new century of local government service, and I venture to predict that whoever speaks to your successors in another 100 years will have a story even more glorious to tell than the last 100 years. Although there may be pessimism in the world in other quarters, there is no pessimism in regard to your great service, which is progressing towards a very high and important place. But it must grow on a sub-soil in which there is freedom of speech and freedom of election. That is vital, because dictatorship at the centre means dictatorship in localities, and that would be the greatest blow to your great service. Whatever the form of government means nothing to the men who have to administer it, and whatever the form of government the public will have an increasing demand for your services."

(Applause.)

#### DEPRESSED AREAS

**Sir Wm. Jenkins, M.P.** for Neath, Glam, who was well received, recalled that when he addressed the Conference for the first time last year he had spoken of the distressed areas. He proposed to continue the subject, because, in his opinion, the problem of the depressed districts was the most important question in the country at the present time. As many of those present would be aware, the county in which he resided, and of whose council he was a member—Glamorganshire—is nearly all regarded as a distressed area, and he pro-

ceeded to give a few facts illustrating the magnitude of the problem confronting the local authorities in its various districts. He summarised the position as follows: (1) through no fault of their own, an increase in social services and a consequent rise in expenditure; (2) a fall in population and, accordingly, of the sources from which rates may be expected; (3) a reduction in grants from the Government due to falling population. He did not pretend to be hopeless about the situation, but he did wish to show the difficulties under which the local authorities in distressed areas are labouring. It was a most unpleasant situation for members of local bodies and equally unpleasant for the officers. Probably no one quite realised the amount of work they and others had to put into the endeavour to improve the lot of the residents in the depressed areas, the majority of whom remained quite unconscious of the great efforts being made on their behalf. The plight of South Wales was due almost entirely to the excessive cost of public assistance. As to the local staffs, he could assure them that there was no redundancy in Glamorgan. He said last year, and he would repeat it, that the local authorities would like to do more for their staffs in Glamorgan, but the members, in common with others, had to bear



President-Elect W. E. LLOYD, F.S.A.A.

Mr. W. E. Lloyd, President-elect and Honorary Treasurer, is Borough Treasurer of Hampstead. He has for many years been prominently identified with N.A.L.G.O. and with the Institute of Municipal Treasurers and Accountants. Born in 1876, he commenced his career in local government service at the age of eighteen. He was appointed Deputy Borough Accountant of Wolverhampton in 1904. From 1913 to 1915 he was Borough Treasurer of Bacup, and he subsequently went to Hampstead as Borough Accountant, being promoted to his present position in 1922. He has held several offices in N.A.L.G.O., including those of Honorary Auditor (now abolished); Honorary Treasurer of the Metropolitan District Committee; Trustee of the Approved Society. He has been Honorary Treasurer of the Association since 1924, and he is, by reason of that office, Honorary Treasurer of all the activities of the Association. When Mr. Lloyd took over the Honorary Chairmanship of the Association the total funds amounted to just on £130,000. To-day the total funds are close on £3,000,000.



Sir HENRY JACKSON, Bart., M.P.

many of the burdens prevalent in the distressed areas. He mentioned this matter to suggest there is a danger that local government might lose its powers in the distressed areas. That in its turn would be subversive of local government throughout the country, and he thought they should fight all they could such a movement from its inception, and not rest until it was crushed. In such an effort to preserve the full privileges of local government, he had no doubt that N.A.L.G.O., aware of its responsibilities, would take a leading part. He hoped no such necessity would arise, but they should be prepared. Sir William urged that children should be adequately fed and nourished in the distressed areas to benefit from the elevated curriculum, and in conclusion declared that local government has been progressive in this country for the last century; local government was challenged to-day, and without it we should not be the best country in the world. We wanted courageous administrators, and he was satisfied they would get loyal and energetic officers who would help them in the distressed areas to get through. (Applause.)

## MR. DINGLE FOOT, M.P.

Mr. Dingle Foot joined in the congratulations offered to the Executive Council on the triumph secured in the matter of superannuation. It was true that superannuation was now accepted in every department of national life, except in the Cabinet and the two Houses of Parliament. Referring to the depressed areas, Mr. Foot said he listened with agreement and appreciation to what Sir William Jenkins had said.

Mr. Foot emphasised the tendency of Westminster to pile fresh duties and obligations upon local authorities, whom he described as "the national maid-of-all-work." It seemed strange to him that those responsible for piling on these fresh duties did not show more concern for those who had to carry those functions out. Two years ago they were discussing the Hadow Report, the principal recommendation of which was that a Central Advisory Committee should be set up. It was a matter of disappointment to everyone interested in good local government that the Ministry of Health should have taken up the line which it had done in the circular issued a few weeks ago. It was a timid and altogether deplorable document. It was said

it had not been possible to secure acceptance of the recommendation by all associations, and that as general agreement had not been secured, the Ministry came to the conclusion it was better to suspend any steps in this direction for the present. That seemed a deplorable line to take. The committee was to be purely advisory and "devote continuous consideration to the recruitment, qualification, training, and promotion of local government officers," and at a time when so many functions were being heaped upon the local authorities and therefore upon their officers, it seemed to him rather a contradiction that the Ministry should take an attitude like that towards something affecting officers so closely. It might perhaps be more interesting to have an inquiry into the training and qualifications of councillors themselves, and the time



Sir WILLIAM JENKINS, M.P.

might soon come when the personnel of local authorities and the way in which they discharged their duties would have to be a subject of inquiry and report. One feature of local government peculiar to this country was the committee system, and, generally speaking, there was no one among the elected representatives responsible for the general direction of policy. The question they would have to consider in the near future was whether they did not need somebody in each municipality who would be in the position of "Prime Minister" of the city.

Mr. Dingle Foot referred to government by dictatorship, and said to be successful in government by persuasion and government by consent was a very much deeper achievement than anything dictatorship could show. We had been even more successful in that than other countries, because we had through centuries, sometimes with great difficulty, managed to create the conditions which make good and free government possible. The first of these conditions was the tremendous tradition of personal integrity that ran right through our public services, national and local. That was not a small thing, because honest and efficient public service in the world to-day was the exception rather than the rule. The second condi-

tion was to preserve the true balance between the permanent administrator and the elected representative. Neither was able to get on without the other, and nothing but disaster could come if either one of these classes tried to encroach upon the preserves and territories of the other. This country was regarded by other countries as the great citadel of constitutional liberty, and that was why he said that all engaged in the business of legislation and administration in this country had a special responsibility. The task and privilege of our generation was to set an example to the whole world in the art of good government and the maintenance of free institutions. (Applause.)

Mr. R. T. Shears (Devonshire Branch) moved a vote of thanks to the Members of Parliament for their addresses and the splendid work they had put in for N.A.L.G.O. during the year. Sir Henry Jackson was the symbol of faith, for year after year he had expressed the faith that one day the Government would bring in a compulsory superannuation scheme, and his faith had been justified. Sir William stood for hope—hope for the distressed areas—while for charity, Mr. Foot represented by association a nation known throughout the world for its generosity.

Sir Henry Jackson briefly acknowledged

## FINANCIAL STATEMENT

Mr. W. Lloyd (Hon. Treasurer) then submitted the financial statements and balance sheet. The aggregate income of N.A.L.G.O. and its ancillaries was £1,301,000, and expenditure was £532,000, leaving excess of income over expenditure of £778,000 for the year. Aggregate assets were £2,747,966. A little more had rightly been spent upon education, but administrative expenses were very little more than the previous year, notwithstanding the very large increase in membership. Having regard to all points, it was not unsatisfactory they were able to show a surplus on the year's working of £1,994, not quite as much as the previous year, for the reasons stated. Special activities brought in £2,554 by way of administration expenses. Croyde Bay showed a deficit (after charging £2,164 capital expenses to revenue) of £1,361 and



Mr. DINGLE FOOT, M.P.

## Revision of B. & O. Fund Constitution

Cayton Bay a deficit of £598 after capital expenditure of £1,463 had been charged to revenue. They had set out to pay off the debt on Croyde Bay in ten years and Cayton Bay in twenty years, but the capital expenditure charged to revenue had been £12,526, which left a deficit of £1,242, £11,300 being met out of revenue in respect of that capital outlay. General reserve showed a surplus of £3,140, and the Benevolent and Orphan Fund a surplus of £4,018, which was satisfactory. The balance sheet showed accumulated funds of £70,000. Mr. Lloyd also dealt with the finances of the Provident and Approved Societies, the Building Society, and Logomia.

Replying to a question by Mr. Hewitt (Salford), Mr. Lloyd explained that administration expenses of each activity were charged as nearly as possible to the nearest pound that it actually cost N.A.L.G.O. for the work.

The accounts were adopted.

Mr. A. Griffiths (Association of Local Government Financial Officers), moved a vote of thanks to Mr. Lloyd for his work as Treasurer, a position he had held since 1924. When he was first appointed, the total funds were £133,000; the accumulated funds were now three millions. "He is a bit of a nuisance at times," added Mr. Griffiths, amidst laughter, "but it is for N.A.L.G.O.'s real good."

The vote was carried with acclamation, and Mr. Lloyd, acknowledging, said he had accepted the office of Treasurer for another year, or until the National Executive Council found a successor. He did not want to let N.A.L.G.O. down, and would carry on until they found somebody to take the position, which was very onerous and meant many attendances at headquarters.

### ELECTION OF OFFICERS

The President announced the result of the election of honorary officers and members of the National Executive Council as follows:

President: Mr. W. E. Lloyd (Borough Treasurer, Hampstead).

Vice-Presidents: Messrs. W. W. Armitage (Principal Assistant, Waterworks Office, Sheffield) and J. L. Holland (Secretary for Education, Northamptonshire).

Trustees: Messrs. A. G. M. Archibald (Chemist, Glasgow), S. Lord (Borough Treasurer, Acton), and W. H. Whinnerah (Secretary, Highways Dept., Manchester).

Honorary Treasurer: Mr. W. E. Lloyd (Borough Treasurer, Hampstead).

Honorary Solicitor for England: Mr. P. H. Harrold (Town Clerk, Hampstead).

Honorary Solicitor for Wales: Mr. D. J. Parry (Deputy Clerk to the Glamorgan County Council).

Honorary Solicitor for Scotland: Mr. G. S. Fraser (Town Clerk, Aberdeen).

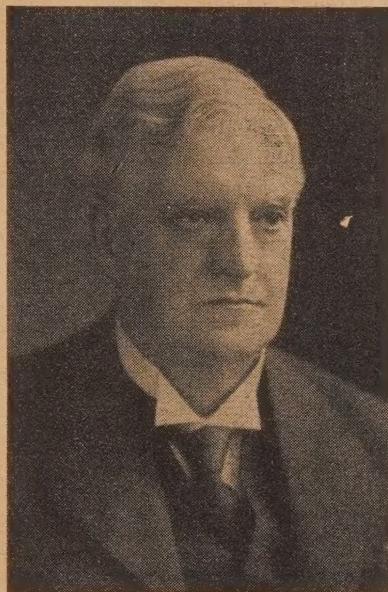
### TELEGRAM FROM THE KING

On resumption after the luncheon interval, the president read the following reply from the King's private secretary:

"The King sincerely appreciates the loyal message of the members of your Association, and sends his best wishes for the success of your Annual Conference."

### B. and O. FUND BUSINESS

On the reception of the report of the Benevolent and Orphan Fund Committee, Mr. A. F. Hutt (Manchester) asked Conference not to approve the report. He said he did so with regret because Manchester was a loyal supporter of the Fund. Mr. Hutt quoted a particular case of a widow of a former officer, aged 82, who had not been given help, and asked Conference to instruct the Management Committee to restore the grant of 10s. a week, which was previously given to her for about four



Vice-President W. W. ARMITAGE

Mr. W. W. Armitage, elected Senior Vice-President at the Aberdeen Conference, has a splendid record of service on behalf of the Association. He entered corporation work in December, 1895, and is head of the plumbing section of the Sheffield Corporation's water supply undertaking. He was a founder of the N.A.L.G.O. Branch in that city in 1910; for six years he was Vice-Chairman of the Branch, and for the last twenty years he has been its Chairman. For twenty-six years he has been the leader on behalf of the staff in negotiations with the Sheffield Corporation in respect of service conditions. Mr. Armitage has been a representative of the Sheffield Branch on the Yorkshire District Committee since its formation, Vice-Chairman of its Executive Committee in 1920, and after thirteen years was elected its Chairman. He has also been a member of the West Riding Provincial Joint Council since its establishment in 1921; he was in 1933 elected Vice-Chairman of that body, and Chairman in 1935. Mr. Armitage was first elected to the National Executive in 1922 and has been continuously re-elected each year. He is Vice-President of the Approved Society, a member of Logomia Board of Management, a member of the Management Committee of Nalgo Approved Society, and the Building Society. He has already given a year's invaluable service to the Association as Vice-President, and was appointed Chairman of the National Executive Council for 1935-36.

years and to make this retrospective from April 1.

The President explained that it was unusual to have under consideration individual cases. Notice of motion had not been given as required by the rules to introduce the instruction, and he suggested it would be a mistake for a conference of that description to go into the merits of an individual case. If there were something in the case which required further consideration, he asked Conference to accept his assurance that the committee would consider it.

The president's suggestion was accepted.

Mr. F. J. Willett formally moved on behalf of the National Executive Council a notice of motion that "no person shall be a member of the Management Committee unless such person is also a member of the Fund."

To this, Mr. F. D. Barton, on behalf of the Metropolitan District Committee, submitted the following amendment:

"That the present constitution of the Management Committee and of the Regional Committees of the Fund be abolished; that the powers and duties of those Committees be transferred to the National Executive Council and the District Committees of the Association respectively; and that the rules be amended accordingly."

Mr. Barton said the calls on the Fund were increasing, and the income was not increasing in like proportion. At the last two conferences the Hampshire County Officers' Branch had called upon the National Executive Council to reorganise the machinery by which the Fund was administered, and the Metropolitan District Committee thought the best way to reorganise it was to abolish the Management Committee and Regional Committees, and put the National Executive Council in their place. If the Regional Committees were abolished and their work put into the hands of the District Committees, a far wider publicity would be given to the Fund, and its objects would be better known, and the Fund would benefit accordingly. If the amendment were approved, there would be closer and more enthusiastic national and local interest, closer co-operation between the districts and branches would be secured, and there would be greater efficiency.

Mr. W. H. Lakin (Metropolitan District Committee) seconding, said they thought all the activities of the Association should be under the sole control and responsibility of the National Executive Council, who should face up to their responsibilities and take over the management of the Fund.

Mr. A. S. Garnett (Liverpool) opposed on the ground that it would be absolutely unworkable. Time and attention necessary could not be given to individual cases at an ordinary district meeting. To attempt to put this idea into practice would be fatal to the Fund and those they were attempting to help.

Mr. E. A. S. Young (Willesden) said there was a rapidly growing feeling in N.A.L.G.O. that there should be a one-way stream of organisation from branches to district committees, and then to the National Executive Council.

**Mr. E. H. Mason** (Manchester) supported the amendment, submitting that it would give direct responsibility for the affairs of the Fund, which they had not got at present.

The amendment was carried, and the president explained that a scheme would have to be prepared and submitted to another conference. In the meantime, things would have to be carried on as at present. Consideration of a number of alterations of rules was thus rendered unnecessary.

A notice of motion by the National Executive Council to amend the rules to give assistance "in cases of poverty or distressing circumstances" was carried, **Mr. Harrold** explaining it was not intended to alter the administration of the Fund, but the motion was due to legal difficulties.

#### CONTRIBUTIONS

The South Wales and Monmouthshire District Committee submitted a notice of motion to delete the words and figures "2s. 6d. per annum," and insert the words, "one penny per week." To this the Hants County Officers' Branch submitted an amendment for a graduated scale of contributions, which was opposed on behalf of the National Executive Council by **Mr. Willett**, who said the effect would be a



Vice-President J. L. HOLLAND

**Mr. John Lea Holland**, elected Vice-President of the Association at the Aberdeen Conference, is a leading authority in the education service and has done much to help forward the interests of local government officers and promote the advancement of N.A.L.G.O. He has been Director of Education to the Northamptonshire County Council for thirty years. This was his first appointment in the local government service, and previously he was a secondary school master in London. He is a graduate of the University of London. It was through Sir Michael Sadler that Mr. Holland was persuaded to enter the local education service consequent on the passing of the Education Act, 1902. He acted as assistant to Sir Michael Sadler in the inquiries he conducted for some of the new local education authorities in 1902-4. The new Vice-President has been a member of N.A.L.G.O. since 1906 and has represented the Association of Directors and Secretaries for Education at its meetings and conferences. He has been President of the Northamptonshire Branch, of which he is Honorary Treasurer. Among the prominent positions Mr. Holland had held in the educational world was that of President in 1933 of the Educational Science Section of the British Association. He has been President of the Association of Assistant Masters of Secondary Schools and of the Association of Directors of Education. The new Vice-President is a Rotarian and a past President of the Rotary club of Northampton.

decrease of £647 on the present membership. The motion of a penny a week, if they kept at present membership, meant an increase in the income of £3,742, but the salaries of the subscribers must be kept in mind.

Both the motion and the amendment were defeated.

#### ADMINISTRATION EXPENSES

A notice of motion tabled by the Leicester Branch, "That administration expenses of the B. and O. Fund be charged against the General Fund of the Association," was defeated, as were amendments of the Salford Branch and Croydon Branch to limit the percentage of management expenses charged to the fund to 2½ per cent and 5 per cent respectively.

**Mr. Lloyd** said if they had been able to use the general funds of the Association, it would not have been necessary to form the fund.

#### POOR LAW TRANSFERRED OFFICERS' COMMITTEE

The National Executive Council submitted the following notice of motion:

"That the Poor Law Transferred Officers' Committee, constituted under clause (4) of the resolution covering the terms and conditions of the amalgamation of the National Association of Local Government Officers with the National Poor Law Officers' Association, Incorporated, passed at a Special Conference held on March 15, 1930, be and is hereby disbanded."

The President, moving the motion, said that six years ago, at the first Conference he attended, he thanked the Association for establishing a Poor Law Transferred Officers' Committee. It was then absolutely necessary for a special committee to be in existence to look after the interests of those officers who did not find jobs upon the transfer and who were subject to consideration for compensation. Also, it was necessary to see transferred officers received reasonable treatment upon being sent from boards of guardians to county boroughs and county councils. The committee had had a lot of work during that time, but as the staffs transferred had gradually been swallowed up into committees, the need for the continuance of the committee had materially lessened. As representing the former poor law service, said the President, he could say they were much obliged to the Association for making the provision and doing what had been done. He formally moved that the committee be disbanded, and this was agreed to.

**Mr. W. W. Armitage** thanked Mr. H. H. Miller, Mr. J. Moss, Mr. W. S. Newberry, and Dr. J. B. Williamson for their services in connection with the disbanded committee. He said no words were needed to remind members of the many complex problems which arose immediately after the transfer, and the best thanks of the Conference should be given to the gentle-

men mentioned for the special services they had rendered.

**Mr. H. H. Miller**, acknowledging on behalf of his fellow co-opted members, expressed appreciation of what N.A.L.G.O. had done for transferred officers. It must be a source of satisfaction to transferred officers to know that N.A.L.G.O. did not regard their agreements as "scraps of paper," and the agreement they had made had been fulfilled. Cases had gradually lessened, and the time had now arrived when they should be dealt with in the ordinary way by the appropriate committee of the National Executive Council. They confidently left everything in the hands of the Executive, knowing the transferred members' questions would receive the justice and consideration which N.A.L.G.O. always gave anything which came before it.

#### SUPERANNUATION

The South Wales and Monmouthshire District Committee submitted the following notice of motion:

"That this Conference expresses its keen appreciation of the efforts of the National Executive Council with reference to compulsory Superannuation, culminating in the declaration of the Government to introduce next session a compulsory measure of Superannuation for the Local Government Service, and asks the National Executive Council to continue their endeavours until the promised measure is placed on the Statute Book."

**Mr. T. Davies** (Gwent), in moving, said the motion really expressed what they felt. They had not yet attained what they set out for, and they were asking the National Executive Council to press on and to see the Government next session introduced a Bill.

**Mr. R. Williams**, seconding, said all they asked now was that they should not relax their efforts.

An amendment by the Halifax and District Branch regarding contributions was withdrawn, and the motion was unanimously carried.

The Norfolk Branch submitted a notice of motion:

"That in connection with any measure for compulsory superannuation of Local Government Officers, the National Executive Council be requested to consider the desirability of securing some provision for pensions to widows of officers dying after retirement."

The Scottish District Committee and the Hants County Officers' Branch tabled an amendment to substitute the words, "and retired officers," for the words, "dying after retirement," and **Mr. Harrold** accepted both the motion and amendment on behalf of the Executive, saying they believed they had been able to secure that adequate arrangements would be made regarding this matter.

The motion, as amended, was carried.

## Salary Scales and N.E.C. Digestive Powers

### JOSEPH CHAMBERLAIN

Before adjourning the first day's proceedings, the President said they understood steps were being taken to celebrate the centenary of the birth of Joseph Chamberlain, and the Association was anxious to be associated with any celebration. He suggested that the following message should be sent to Sir Austen Chamberlain and the Chancellor of the Exchequer: "Gratefully recognising the great contribution made by Joseph Chamberlain to the progress of local government through his unique services as Councillor and Mayor of Birmingham, and indirectly through the influence of his inspiring example; deeply impressed by the insight and qualities of leadership which he displayed in regard to the conduct of public utilities, slum clearance, health services, the acquisition of land, and town planning; and prizing his memory as the outstanding figure among nineteenth century statesmen who by word and deed showed their understanding of the permanent importance of local government to the welfare of the people, the National Association of Local Government Officers, assembled in conference in Aberdeen, desires to be associated with the celebration of the centenary of his birth."

This concluded the first day's session. Subsequently the President received the following replies:

11, Downing Street,  
Whitehall, S.W.  
June 10, 1936.

Dear Sir.—It is only now, on my return to London, that I am able to acknowledge receipt of the telegram which you kindly sent me, informing me of the resolution passed by the National Association of Local Government Officers at their Conference in Aberdeen.

I need hardly say that I am deeply gratified by the knowledge, conveyed in the terms of their resolution, that the Local Government Officers of to-day recognise the great work of my father in Local Government; and I shall be glad if you will, on a suitable occasion, convey to the Association my appreciation of their courtesy in sending me their tribute to my father's memory.

Yours very truly,

*A. Chamberlain*

The Goring Hotel,  
Ebury Street, S.W.1.  
June 4, 1936.

Dear Sir.—My secretary has, I believe, already acknowledged receipt of your telegram, which arrived when I was in the country, but I must myself express my warm and grateful thanks for the fine tribute which you pay to my father's work for Local Government. Such a recognition of what he did to increase the usefulness and dignity of municipal services would have given him immense

pleasure. I remember his once remarking that he would like people to say of him that "he taught the dignity of municipal service."

*Yrs. sincerely  
Austen Chamberlain*

### SECOND DAY'S PROCEEDINGS

The Conference resumed on Monday morning, the President again in the chair, when the consideration of the report of the National Executive Council continued.

It was reported that the Executive appointed a sub-committee to consider the following reference from the last Conference:

"That this Conference regrets the lack of progress made in the application of the national minimum scales of salaries and the standard conditions of service, and requests the National Executive Council to consider ways and means whereby the scales can be brought into operation for all the local government officers concerned."

The report recalled that the national minimum scales of salaries and conditions of service were drafted in consultation with the district committees and circulated to branches in February, 1934. Neither then nor subsequently did any number of branches request the Association to approach the local authorities to adopt the scales. It must be admitted, the report stated, that the national minimum scales of salaries and conditions of service had not been found suitable for general application, and the Council had therefore considered (a) whether they should be revised; (b) how far the Provincial Whitley Scales had been applied; and (c) how far salary scales had been adopted. Experience of the last two years suggested that the scales needed revision. Branches generally had not attempted, either through the Association or by direct negotiation, to obtain the scales, and frequently when salary negotiations had taken place the divisional officers had been asked not to put forward the scales because they represented a standard the local authority would not seriously consider; moreover, the scales were adopted before the issue of the Hadow Report. It had, therefore, been decided to revise the scales in consultation with the district committees. The report also stated that it would obviously be desirable to bring about greater uniformity of salaries and service conditions, and the Council believed that the best way to do this was by a complete system of Provincial Whitley Councils which could formulate grading schemes suited to local conditions, but as far as possible in harmony with a national standard. Until this could be achieved, it was desirable to have scales which could be put forward to all types of authorities with a reasonable chance of acceptance.

Mr. J. W. Wilkinson, submitting the

report on behalf of the National Executive Council, said four years ago the National Executive Council adopted the scale of salaries and conditions of service, the first for local authorities of 20,000, for 50,000, for 200,000, and for over 200,000. As a result of representations from committees, the first two were struck out. In the course of inquiries and investigations, the Council found that for various reasons the scale was not acceptable to branches. It must be borne in mind that of the 1,783 local authorities, over 1,100 had a less population than 200,000, and it was with these authorities that difficulty arose, and the Council now suggested the scale should be revised to make it more adaptable to the smaller districts.

Mr. F. D. Barton, on behalf of the Metropolitan District Committee, submitted the following amendment:

"That this Conference is of opinion that the existing National Minimum Scales of Salaries approved by District Committees, by the National Executive Council, and by Conference are not unattainable ideals, and instructs the National Executive Council to consider ways and means whereby the Scales can be brought into operation for all the Local Government Officers concerned."

He said in doing so he felt he had the support of most members present. In face of the fact that over ninety per cent of the officers in Lancashire and Cheshire had Provincial Whitley Scales, how could the council urge that the scales were unattainable? Mr. Barton quoted the report of the 1934 Conference, where the Council said the scales and conditions were drawn up with the intention they should form two standards of which the Association should not be ashamed, and which were reasonable, having in mind the personnel it was hoped to attract to the Service. He knew it might be argued that policy had directed this course, but if that was so, the Metropolitan District Committee submitted the policy was wrong. The world, it was said, judges a man on his own valuation, and how much more would their employers judge local government officers on their own valuation? Some local authorities had always adopted a parsimonious attitude, and members looked to the Council to educate them. Seven branches in London had adopted the scale exactly as inaugurated, and others had adopted a scale differing only in minor



Mr. A. G. M. ARCHIBALD,  
Newly-elected Trustee.

details. Why should they be weak in this matter? Let them nail their flag to the mast and press forward with high courage, supported by the Council, towards these high salary scales, which, they submitted, were attainable.

**Mr. A. N. Stockdale** (Yorkshire District Committee) seconding, said if they pressed forward with the "bread-and-butter" policy of the Association, all their ancillaries would follow in a natural order. In the opinion of the District Committee it was too early to say the scales formulated by the National Executive Council and approved by the branches were unattainable ideals. If they said in the opinion of the Conference that the scales were unattainable ideals, then they were saying that the scales already adopted were too generous, and that would be a fatal mistake. It had taken thirty years to achieve what they had now achieved in regard to superannuation. Sir Henry Jackson said the Executive had kept pressing on in this matter, and they had to adopt the same policy in connection with national scales. They must keep pegging on until success was achieved. If these scales were national scales, enforced by statute, then there would be no hesitancy on the part of branches. When the Burnham scale for teachers came into effect, all the teachers were on the same footing throughout the length and breadth of the country, and there must also be uniformity for local government officers. The accident of a man's engagement in a particular local authority should not prejudice him in the salary he received for the work he faithfully carried out. They were told in the report that scales of salaries were low and caused dissatisfaction and distress, and there were young married men in the service receiving salaries which were a disgrace to the authorities paying them. It was an important task for the Council, but with the co-operation of employing authorities it was not impossible. Teachers and the police had national scales and local government officers should have them. "The National Executive Council," added Mr. Stockdale, "must learn to bite



Mr. F. E. Cox, immediate past President of the London County Council Branch, is the new member of the National Executive Council for the Metropolitan District. He was an annually elected member of the National Executive Council of the Poor Law Officers' Association, Incorporated from 1926 to 1930; of the Executive of the Metropolitan Relieving Officers' Association from 1925 to 1934, during which time he was Vice-President in 1926 and 1932 and President in 1927 and 1933; and of the Executive Council of the London County Council Branch of N.A.L.G.O. since its inception in 1930.

## Association in Favour of National Scales

off more than they can chew, and then chew it." (Laughter and applause.) "The importance of this matter to the local government service cannot be exaggerated."

### STURDY OPPOSITION

The amendment was sturdily opposed by **Mr. H. Allen**, of the National Executive Council, who urged that the Association had first to decide how far they were together on the matter of national scales. Mr. Stockdale had seemed to imply that the National Executive Council were impeding progress. "The Council is entirely in favour of national scales; it is pledged to national scales," he said, "but probably the digestive powers of the Council are not so vast as Mr. Stockdale would have you believe. During the past year we have faithfully carried out the undertaking given by the chairman of the committee last year in investigating the position." The suggestion contained in the amendment could be narrowed down on the assumption that the National Executive Council and members were 100 per cent in favour of national scales, but not in thirty years' time. The Council wanted them to be got on with, and were after ways and means to secure that happy position. The amendment ignored the fact that for the vast majority of local government officers the scales, as they had them printed today, proved unacceptable to the local authorities. It was no good burking that fact—it was something they had to face up to. The sub-committee had submitted evidence which proved conclusively that beyond the bounds of the Metropolitan Area and one or two isolated cases, national scales were not acceptable in the country. It was perhaps very unfortunate that the words "unattainable ideals" were included in the report, and they had proved capable of a construction being put upon them never the intention of the National Executive Council. The Council wanted to impress upon members that so far as the operation of these scales was concerned, at the moment and in the future it was impossible for them to be attained. The Council had to view the whole country. The Association had 87,000 members, and it was their aim that national scales should become operative for all those members. Whatever revision was recommended next year in regard to these national scales of salary, existing scales, so far as they applied to the Metropolitan District and other areas benefiting from them, would not be interfered with. He asked Conference to read the report as a preliminary report from the Council. The sub-committee set up had not finished, and the report was really a survey, covering the position as it stood at present. There were still a large number of problems yet to be faced, and the Council were anxious in order to assist them that Conference would allow revision of the scales. Some of the difficulties were: the attitude of local authorities' associations; the attitude of local authorities in their own areas; the attitude of the

Government towards national scales. The Government had been approached on the matter of national scales, and their answer through the Minister of Labour was that the Association must set up Whitley machinery. One thing emerged from all this, and that was that the essential to national scales on the lines suggested was by two-party agreement on a National Whitley principle. The only possible way to do that was for branches who wanted national scales to think nationally and not parochially. The Council did not want their hands tied, and if Conference approved the amendment they would limit consideration of national scales strictly to the existing printed scales, which would not apply in the whole country.

**Mr. P. H. Cole** (Plymouth), supporting the amendment, said once again he had to support the policy of national scales of salary. The Executive Council had said that the present scale was unattainable, which was different from saying it was an "unattainable ideal." National scales of salary for local government officers was the ideal of every one of them, and it was suggested that in order to enforce national scales, it might be necessary to promote a Bill in Parliament. Later on in the Conference agenda, they would be told by the National Executive Council that they could not have Whitleyism without it was compulsory, but who had ever heard of compulsory Whitleyism? The amendment was in complete agreement with what the National Executive Council intended to say.

**Mr. Nash** (Exeter) explained what had taken place under his authority where the minimum scales had been adopted in the form of a bargain with the Council, officers having to pass examinations.

**Mr. W. C. Wood** (Leeds) supported the amendment, which was also supported by **Mr. J. H. Clark** (Wakefield) and **Mr. S. H. Brodie** (Glasgow), the last-named contending that national scales of salaries were put down, not because they hoped to achieve them everywhere, but as a standard to which they hoped to aspire.

**Mr. L. H. Taylor** (North-Western District), opposing the amendment, said the words "unattainable ideals" were unfortunate, but had the Council said these scales might have been found difficult of attainment, he did not think there would have been any quibbling. They were not there to attack the Council on a mere looseness in regard to their choice of language. One point entirely missed by the mover and seconder of the amendment was that these were national minimum scales, intended to apply to all local government officers, and not only those who were fortunate enough to attain them. A few London authorities had applied these scales, as also had Exeter, but with these exceptions, the officers were waiting for a scale which they could hope possibly to attain. In Lancashire and Cheshire they had Whitley Scales, but these had not interfered with others who had better scales, and the Metropolitan officers would not suffer if there was revision.

## Relief for Distressed Areas Supported

**Mr. W. W. Armitage** suggested that the mover and seconder of the amendment had, a little unfairly, taken certain words out of their context. He would direct the attention of the Conference to two matters. First, that the Council were satisfied with the national minimum scale of salaries circulated throughout the country, and they believed at that time that they were attainable ideals. They thought the authorities with smaller population might apply portions of that scale to their own requirements. That had not been found to be done. The National Executive Council had wisely decided that the local autonomy exercised throughout all branches of N.A.L.G.O. should not be interfered with and had come to the conclusion there should be an addition to these scales. The process of revision did not mean the salary scales suggested to them should be interfered with. They had proved from the Metropolitan District that these scales could properly be applied, but when they got such undeniable evidence that they could not be applied in the rural areas and smaller authorities, then he suggested the Council, if they had not taken this into consideration, would have been failing in their duty, and that would have caused profound dissatisfaction throughout the country. The Council did not act hastily, but thought it best to place in their report their statement of opinion that certain things should be done. The Executive were only asking for authority to proceed with the addition of certain scales to those already established, and were only asking Conference to say they were proceeding on the right lines and working for every member of N.A.L.G.O. and not only for the few where they could get these scales of salaries. He urged that undivided support should be given to the Council in their work of improving conditions throughout the country.

The amendment was defeated, and the Council's report adopted.

### DISTRESSED AREAS

The following notice of motion was given by the South Wales and Monmouthshire District Committee:

"That this Conference calls attention to the detrimental effect of the prolonged depression in certain areas upon the Service Conditions of the Local Government Officer and which is retarding the normal development of public administration in those areas, and associates itself with the representations being made to his Majesty's Government by other bodies to relieve these areas of their unequal burdens."

**Mr. A. J. Gould** (South Wales), moving the motion, said the position of the distressed areas was stressed by Sir William Jenkins in his address, so the motion would require but few words. The president had made welcome reference to the motion and paid tribute to the people of these areas who had borne their unequal burdens with such unequalled fortitude.

Apart from the social implications—a gravely serious problem in itself—the district committee were asking Conference to approve the resolution because of the inevitable consequence to local government officers in the distressed areas. Already service conditions were suffering. Soon they might suffer more unless the problems of the local authorities were somewhat relieved. A compulsory lowering of standards would set a precedent which might easily be followed elsewhere. This affected local government officers only. Other public servants engaged in the areas were unaffected by the financial difficulties of local authorities. The local government officer was called upon to face more exacting tasks, but he alone of the public services was threatened with lower standards. In the words of their president, the district committee were asking Conference to express sympathy with the people of these areas and express sympathy with the local government officers by unanimously supporting the motion.

**Mr. Rhys Williams** (South Wales), seconding, said if they could by any means relieve these areas of a little of their burdens, then they were sure the crooked path of national scales and a complete system of Whitley Councils would be made straight.

**Mr. J. C. Edington** (Seaham), supporting the motion, asked not only for sympathy, but that the sympathy should be translated into action. There had been reports by commissioners two years ago, and they were still waiting for substantial help.

The resolution was then unanimously carried without further discussion, and in reply to a question from the floor of the hall, the President said the resolution would be sent to the Government.

### WHITLEY COUNCILS

The Executive Council submitted a long and comprehensive report on the following reference from the last Conference:

"That this Conference deplores the lack of progress made in the establishment of a complete system of Whitley Councils for Local Government Officers, and requests the National Executive Council to take immediate steps, subject to the approval of the District Committees concerned, to call conferences of representatives of Local Authorities and Branches at suitable centres, with a view to the establishment of Provincial Whitley Councils for the areas not covered by existing councils."

A special sub-committee had been appointed to deal with the reference, and their activities were dealt with in detail, and it was reported that the Eastern, the South-Eastern, Southern, South-Western, and South Wales District Committees were being asked to appoint representatives to meet the special sub-committee to discuss their attitude towards Whitleyism, and, if possible, to agree upon action for the furtherance of Whitleyism in those areas.

The report concluded:

"Your Council is of opinion that a Bill should be promoted with the object of making Provincial Whitley Councils compulsory throughout the country. This would have the immediate effect of drawing out into the open all present opposition to the policy of Whitleyism, and once that opposition was disclosed your Council could take steps to overcome it. The development of the Association's policy on this subject, however, cannot rest solely with the National Executive Council; it is the responsibility of district committees and branches to do all in their power locally to educate both local authorities and members of the Association on the value of Whitleyism. Your Council is convinced that this is the only sure road to success and the ultimate creation of a National Whitley Council with recognition of the local government service as a national service."

To this the South-Eastern District Committee submitted an amendment that in view of the decision to discuss the attitude towards Whitleyism with the districts mentioned, the final paragraph of the report be referred back.

**Mr. J. W. Wilkinson** explained the present position regarding Whitley Councils, which had arisen since the report. He asked branches to support the setting up of provincial councils and thereby assist their colleagues who had not the advantage



Mr. C. S. Robinson, Town Clerk and Clerk of the Peace, Blackburn, is the new representative of the North Western and North Wales District on the National Executive Council. In March, 1920, he entered into articles with the then Town Clerk of Wakefield, the period of articleship being reduced from five years to two, by virtue of War service. After remaining on the Town Clerk's staff at Wakefield until February, 1924, he was appointed Assistant Solicitor to the City of Norwich, resigning in September, 1928, for a similar appointment at Blackburn. On Sir Lewis Beard's retirement in September, 1930, Mr. Robinson was appointed Deputy Town Clerk and Deputy Clerk of the Peace, Blackburn, and to his present position in September, 1935. He has been a member of N.A.L.G.O. throughout his municipal service; Vice-Chairman of Blackburn Branch for 1931-32; Chairman, 1932-35; President of the Branch, 1936. He has also been a member of the North Western District Committee from 1930 to date.

of serving an authority where a local joint committee existed. On three occasions the N.A.L.G.O. Conference had decided that the appropriate machinery for settling conditions of service for the local government service was Whitleyism, and he again asked the Conference to support the efforts the Executive Council were making, under great difficulties, to establish Whitley machinery throughout the country.

**Mr. F. A. Bristow** (South-Eastern District Committee), moving the amendment, said that "compulsory Whitleyism" was a contradiction in terms. Until the meetings suggested had been held, it was premature to approve such a revolutionary suggestion as that contained in the final paragraph of the report, and they were merely asking that it be referred back.

**Mr. H. J. Altoun** (South-Eastern District), seconding, said N.A.L.G.O. members were in daily touch with some of the councils, and they were impressed with the difficulties. He considered that it would be folly to move compulsion on a matter upon which they themselves were not united. What was the use, he asked, of going to the authorities with Whitleyism until they were united on the subject? When their own branches were educated and united, then they could go to the councils with some prospects of success.

**Mr. A. A. Garrard** (National Executive Council) said they had done what they could in the branches and had sought the co-operation of the local authorities' associations. They had not achieved complete success, but they were winning through. They wanted to bring out into the open the opponents of Whitleyism, and they wanted to know from the public authorities why they objected to a principle in regard to the local government service which they had approved in regard to the civil service, which was in operation now in the teaching service, and which applied in other public services. Let them know what were the real objections to a principle which, in the words of Mr. Alderman Titt, ex-Lord Mayor of Manchester, when he said: "As a result of very large



Mr. R. E. Heron, the new member of the Council for the North Eastern District, is Chief Clerk to the Education Department, and has been a member of the Sunderland Branch since its inception and acted as honorary secretary for a period of 12 years. He has also acted as chairman of the North Eastern District Committee for over five years and prior to that was for many years one of its vice-chairmen.

## Important Policy on Publications Approved

experience, I am convinced there is no machinery superior to that of the Whitley machinery for solving and settling the difficulties which arise between the public authorities and the employee." He wanted to feel, Mr. Garrard continued, that the National Association was as united on Whitleyism as it was upon superannuation. They wanted to close up the ranks and get rid of friction, and let there be no dissentient voice raised in regard to Whitleyism. Compulsory Whitleyism was not inconsistent. They were not asking that decisions should be binding, but for compulsory Whitleyism so that they could have adequate machinery to deal with the difficulties with which they were faced. Let them get this out of the arena of local politics. They would not be secure until they had attained their ideal in the establishment of a complete system of provincial councils, capped ultimately by a National Council.

The amendment was lost, and the report was adopted.

### PURCHASE OF PUBLICATIONS

The National Executive Council gave the following notice of motion:

**"That, in the opinion of this Conference, it is of vital importance and in the best interests of the local government service and its officers that the Association should possess a publication or publications through which public thought on local government questions can be directed; and that the National Executive Council be instructed to take such steps as may be necessary to implement this decision."**

**Mr. J. W. Singleton**, moving the resolution on behalf of the National Executive Council, asked the delegates to dismiss from their minds the idea that the proposal to purchase a journal meant that the LOCAL GOVERNMENT SERVICE would be discontinued. The LOCAL GOVERNMENT SERVICE would be continued because it was a domestic journal restricted to matters very largely concerned with their own affairs, and not national affairs. There was something behind the idea, and what was behind it was the advancement, the consolidation, and the development of N.A.L.G.O., the improvement in the status of N.A.L.G.O.—the very things they had been talking about that morning—and what was really a higher ideal, the enhancement of what was best in the local government service. The National Executive Council said a weekly journal was essential to the good development, the improvement, and the enhancement of the value of N.A.L.G.O. in local government matters. What were some of the advantages? It was not very easy to set them down in black-and-white. Naturalists had been puzzled to find plants in countries in which those plants are not usually found, and they had come to the conclusion that the seeds had been carried thousands of miles by the wind. He asked them to accept that illustration of what the journal might be. They could not tell how far the seed sown in a journal in the minds of those who mattered in local government could be effective. He asked Conference

also to consider it from the other side of the case. Supposing some anti-N.A.L.G.O. campaign was instituted in some journal. Could they answer an anti-N.A.L.G.O. campaign; and he warned them that the stronger they got and the more power they had, the stronger and more powerful would be their enemies. The Executive Council said that only in their own journal could they effectively answer an anti-N.A.L.G.O. campaign.

Let them consider what the effects of a journal run on sound lines would be, continued Mr. Singleton. How had that largely Association been built up? Very largely it had been built up by the man behind the scenes in the local branches—the branch officer. He had to bear the brunt of the leaders of the municipality. A journal would enable them to put N.A.L.G.O.'s views before those people who were the real power behind the throne locally. On the Hadlow Report, Whitleyism, national scales of salaries, opinions on conditions of service, the very things which year after year they pleaded at Conference, could be placed before the public of this country in this way. We should have access to information that otherwise we should not have. He could assure them that the National Executive Council would take every possible step to safeguard their interests in the making of any arrangements to purchase a journal. They must trust the National Executive Council in this matter, for the matters were too delicate to be dealt with in full conference. If they could not trust the personnel of the National Executive Council on this matter, they knew exactly what to do. He was desired by the National Executive Council to tell them in terms which could not be misunderstood, that in their view Conference business was to direct and determined policy, and having laid down a policy, it must be left to the National Executive Council to arrange the detailed schemes for carrying that policy into effect. (Hear, hear.)

### VITAL AND FORWARD MOVEMENT

The purchase of any particular journal or journals was not before Conference. The principle was what they had to decide—whether they wanted a journal or not. The Executive considered the matter was vital and the most forward movement put before them for some considerable time, and he asked them to support the Council's motion. (Applause.)

**Mr. F. C. Haynes**, on behalf of the Eastern District Committee, submitted the following amendment:

**"That the words 'be instructed to take such steps as may be necessary to implement this decision' be deleted and the following words substituted: 'inform the Conference what steps they propose to take to purchase any publication.'**

He said his committee were in favour of the purchase of a publication, but the publications as outlined in the report proposed to be purchased they were not in favour of, for the reason that they did not cover the whole of the activities of the

(Continued on page 549.)

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for a mortgage up to two-thirds of the value repayable over any term up to 25 years. The same proportion of the value will be advanced on "Fixed" Mortgage under which the borrower may pay interest only.

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After the 31st December, 1936, the interest on mortgages granted at 4 $\frac{1}{2}$  per cent. will be reduced by  $\frac{1}{2}$  per cent. as from the 1st January following the date on which the Principal sum outstanding is less than two-thirds of the value of a property.

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ASK YOUR BRANCH SECRETARY FOR FULL DETAILS OF THE  
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## Public Opinion and N.A.L.G.O. Policy

(Continued from page 546.)

Association. Further, the price mentioned was not, in the opinion of the committee, commercial value. They wanted a publication that would cover all sides of N.A.L.G.O.

**Mr. N. E. Hudson** (Eastern District Committee), seconding, said they were prepared to accept the motion if the amendment was embodied in it. The motion would simply take a blank cheque to the National Executive Council. They could simply spend money—and they would.

**Mr. Lloyd** (Hon. Treasurer), said his advice to the Conference was purely of a financial nature. He had been asked by the Chairman of the Publications Committee to advise the Conference on the financial aspect. He said, if they were in favour of the principle, then in Heaven's name don't ask the National Executive Council to have to give them financial details. When a local authority wanted to acquire land, the last thing they did was to advertise it through the Press. In his opinion, it was a very satisfactory financial aspect.

The amendment was lost.

A further amendment was submitted by the South-Eastern District Committee as follows:

"That, as in the opinion of this Conference the higher policy of the Association in educating public thought on Local Government questions is best directed by contributions to the independent Public Press, paragraph 20 of the Annual Report—Purchase of Publications—be referred back to the National Executive Council for re-consideration."

**Mr. W. A. Shee** (Kent), moving the amendment, said those who were present at Cheltenham last year would agree that the real reason why the matter was referred back emanated from the determination of the Conference to insist upon its rights in determining the policy of the Association. The notice of motion from the National Executive Council, if approved, would initiate the policy of N.A.L.G.O. in regard to publicity and enable the purchase of certain periodicals to proceed. At first glance it must seem the amendment was a direct negative. They would see it provided an alternative to the proposals of the National Executive Council, and enabled Conference to decide the angle from which the important question of publicity should be approached. During the past twelve months the National Executive Council had conducted a so-called education campaign in this matter, and the South-Eastern District Committee wished to record their keen appreciation of the benefit derived by that education, which had, in fact, enabled them to understand the position thoroughly, and had resulted in the amendment being submitted. The committee were of opinion that these proposals were highly speculative and dangerous to the future well-being of the Association. The declared aims of the Council in

this matter were (1) that N.A.L.G.O. should have a permanent means of directing public thought on local government questions; (2) the enhancement of the prestige of local government; (3) that N.A.L.G.O. should be made secure by possessing and controlling a public voice. His committee did not subscribe to the view that it was in the best interests of the local government service that N.A.L.G.O. should possess one or more publications through which public thought on local government questions might be directed. It was not intended that the new publication should have any domestic purport, and LOCAL GOVERNMENT SERVICE would still remain the members' newspaper. So far as the South-Eastern District Committee was concerned, they viewed with gravest apprehension the proposals of the Council. They were absolutely opposed to the principle of N.A.L.G.O. possessing a publication other than a domestic journal. They were convinced the disadvantages to the service outweighed the advantages, and they were not convinced there would be any economy to the Association by possessing their own printing press. They were not satisfied N.A.L.G.O. were capable of running such a publication, or that N.A.L.G.O. could afford to purchase that publication and make adequate provision for extensive developments, and although so far as price was concerned they were not prepared to dispute the fact it might be a bargain, he would remind Conference that, however cheaply a thing might be purchased, unless it was of real value, it was wasted money. The local government service to-day enjoyed a reputation for principle and straight dealing. It was their job to retain that heritage.

### "LET THE PUBLIC JUDGE"

They should be content to be judged by the general public on the very standards of their efficiency and not seek to obtain a weapon to bludgeon the public voice lest that very weapon should be the means of destroying confidence in the public service. They must (1) have unchallenged and unalienable aloofness from all political intrigue, and (2) remember the undesirability of N.A.L.G.O. being drawn into conflict of opinion on matters affecting government or administration; (3) acknowledge the necessity for N.A.L.G.O. to maintain the confidence of the general public by singleness of purpose in the exercise of ability, intelligence, and efficiency. Liberty could only be maintained by respecting the liberty of others, and especially the liberty of the public voice of this country.

**Mr. H. Saunders** (Kent County Officers), seconding, referred to Mr. Singleton's illustration, and said he declared emphatically that seeds grew best in an open atmosphere. It was that point they wanted to strike at the Conference. They would have heard many arguments against the proposals, and have been told something of the capacity of the Association to run an outstanding periodical. They had before

them the evidence of LOCAL GOVERNMENT SERVICE to illustrate that point. They would also have been told the view of many members of the rank and file regarding the financial obligations and ramifications of the proposal. How could they meddle with public opinion without conflict? It would be highly dangerous and near the zone of high politics. He for one did not want to join a class of local government officers in this country — there were enough classes already, and they did not want to form another. In other countries they called self-interested classes by funny names. N.A.L.G.O.'s job was service conditions and education, and the latter should be directed to an efficient service, and not to a general public in selfish interests. What they wanted was freedom for the Association to carry on for the purpose for which it was formed, education of its members to the development of a high and efficient service. They would never get that by monopolised expression.

### NO REASON FOR FAILURE

**Mr. G. A. Stone** (National Executive Council) said he was not 100 per cent behind the Council at the commencement of the debate, but the course of the debate had convinced him that the National Executive Council was right. Their whole point was that on efficiency and service they were entitled to those aims and objects which the Association existed for. If they were faced with an anti-N.A.L.G.O. campaign, they could answer it by buying front pages of leading papers. Let them suppose that campaign developed, how could they answer it in the Press without putting their advertisements and announcements in other branches of the Press, which would at once put N.A.L.G.O. in a political light? They would be bound to select for their announcements the opposition Press to that running the anti-N.A.L.G.O. campaign. There was not the slightest reason why the National Executive Council should not make this as great a success as the Holiday Centres, the

(Continued on page 552.)



Mr. T. W. Bottomley, Assistant Education Officer, County Borough of Dewsbury Education Committee, was a member of the Executive Committee of the Keighley Branch from 1921-24; Honorary Treasurer, 1924-26; and Honorary Secretary, 1926-29. He has been Honorary Secretary from reformation of the Dewsbury Branch, in February, 1933, to present time; a member of the Yorkshire District Committee in 1924-29 and from 1933 onwards; a member of the Executive Committee of the District Committee; and a member of the Area Education Committee.

July, 1936

## NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

### HEADQUARTERS:

24 ABINGDON STREET,  
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities." Telephone: WHItehall 9351 (6 lines). Telegrams: Natassoc Parl, London.

### OFFICERS

#### PRESIDENT:

W. E. Lloyd, F.S.A.A., Borough Treasurer, Hampstead.

#### IMMEDIATE PAST PRESIDENT:

G. W. Coster, M.B.E., Ex-Clerk to the West Derby Assessment Committee.

#### VICE-PRESIDENTS:

W. W. Armitage, Principal Assistant, Water Works Office, Sheffield.

J. L. Holland, Director of Education, Northamptonshire C.C.

#### HONORARY TREASURER:

W. E. Lloyd, F.S.A.A., Borough Treasurer, Hampstead.

#### HONORARY SOLICITORS:

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Wales—D. J. Parry, M.A., B.Sc., Deputy Clerk to the Glamorgan C.C.

Scotland—G. S. Fraser, M.A., B.L., Town Clerk, Aberdeen.

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W. H. Whinnerah, A.C.I.S., Secretary, Highways Department, Manchester.

A. G. M. Archibald, Chemist, Chemist's Department, Glasgow.

GENERAL SECRETARY: L. Hill.

DEPUTY GENERAL SECRETARY, LEGAL SECRETARY AND INSURANCE SECRETARY: J. Simonds, M.A., Barrister-at-law.

ACCOUNTANT: H. G. Baker.

ORGANISING SECRETARY: J. B. Swinden.

EDUCATION SECRETARY: H. Slater, B.Sc. (Econ.), F.C.I.S.

SPECIAL ACTIVITIES, DEPARTMENTAL SECRETARY: H. Wright.

#### DIVISIONAL SECRETARIES:

Metropolitan and Eastern Districts and London County Council Branch—T. M. Kershaw, 24 Abingdon Street, Westminster, S.W.1.

Telephone: WHItehall 9351.

North Western and North Wales District—Haden Corser, 22, Booth Street, Manchester.

Telephone: Central 5257.

North Eastern and Yorkshire Districts—J. B. Swinden, 12, East Parade, Leeds.

Telephone: Leeds 24861.

East Midland, West Midland, and South Wales Districts—J. E. N. Davis, York House,

Great Charles Street, Birmingham, Telephone: Central 1836.  
South Eastern, Southern, and South Western Districts—F. Thomas, Room 60, Somerset House, Reading. Telephone: Reading 3880.  
Scottish District—J. M. Mortimer, 67, West Nile Street, Glasgow. Telephone: Douglas 404.

### NATIONAL EXECUTIVE COUNCIL MEETING

At the conclusion of the Conference, on June 1, the National Executive Council met at the Palace Hotel, Aberdeen, under the chairmanship of Mr. W. E. Lloyd, the president. Mr. W. W. Armitage (Sheffield) was elected as chairman of the National Executive Council for the ensuing year, and Mr. J. W. Wilkinson (Southport) was elected as vice-chairman. The new members of the Council—Messrs. Holland, Cox, Robinson, Heron, Bottomeley, Rumsey, Taylor, Bacon, Altoun, Gould and Brown—were formally introduced and welcomed by the chairman.

### KING GEORGE V MEMORIAL

The majority of branches will no doubt be approached by the civic heads of their localities to subscribe to the King George V Memorial Fund, and we appeal to branch secretaries to let us know what amounts they subscribe in this way so that a record may be kept at headquarters of the total amount subscribed by N.A.L.G.O. branches to the Memorial Fund. This information should be sent to the: General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1.

### IMPORTANT DATES

July 3 and 4—Meetings of the committees of the N.E.C.

July 11—Opening of the Welsh Summer School at the University College of Wales, Aberystwyth.

July 18—Meeting of the National Executive Council.

July 18—Opening of the English Summer School at Selwyn College, Cambridge.

July 31—Third quarterly return of alterations in Register of Membership.

### COST OF LIVING

Below we give the average monthly percentage increase over the level of July 1914, in the cost-of-living index for the past six months: January, 47; February, 47; March, 46; April, 44; May, 44; June, 44. The percentage increases in each of the five groups on which the index figure is based are as follows:

	Apr.	May	June
Food	..	26	25
Rent	..	58	59
Clothing	..	90	90
Fuel and Light	..	80	75
Other Items	..	70	70

### ORDER FORM

## "A CENTURY OF MUNICIPAL PROGRESS

Price £1 10

To the GENERAL SECRETARY, N.A.L.G.O.,  
24 Abingdon Street,  
Westminster, S.W.1.

Please send me.....copy(ies) of "A Century of Municipal Progress, 1835-1935" for which I am enclosing a remittance for £

NAME.....

ADDRESS.....

"... must imperatively be read by every local government officer, high or low, as the indispensable basis of his professional culture"—SIDNEY WEBB.

### HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch officers:

JUNE 2.

*Circular No. 43/1936.* (To each local correspondent of the Approved Society.)

(a) Enclosing supply of notices of the Annual General Meeting, copies of Annual Report of the Committee of Management, copy of form 444/A.G.D. together with contribution cards, lists and expenses forms.

(b) Requesting prompt return to Headquarters of all cards which cannot be delivered to the member concerned.

(c) Setting out rules for forwarding of cards and claiming of expenses.

(d) Concerning the method of claiming benefit.

(e) Regarding claims for additional benefit.

JUNE 19.

*Circular No. 44/Prov./1936.* (To each local correspondent of the Nalgo Provident Society.) Regarding the reduction in the rate of interest on "Rest" Fund and Deposit Account.

*Circular No. 45/Prov./1936.* (To each local correspondent of the Nalgo Provident Society.) Concerning the bonus paid under the Death Benefit Scheme.

*Circular No. 46/Prov./1936.* (To each local correspondent of the Nalgo Provident Society.)

(a) Regarding the Sickness Scheme and requesting a membership campaign.

(b) Giving information relating to the Hospital and Nursing Home Scheme.

### VICE-PRESIDENT'S THANKS

June 24, 1936.

The Editor,  
LOCAL GOVERNMENT SERVICE.

Dear Sir,

May I seek the hospitality of your columns in order to express my sincere thanks to those of my colleagues in N.A.L.G.O. who have recently elected me a Vice-President of our Association? The honour they have conferred is one of which any Local Government servant should rightly be proud; but it is the thought of the responsibility that honour entails which is uppermost in my mind as I write. The great majority of my supporters do not know me personally; they have taken me on trust, and I want to assure them at the outset that they can count on my doing my very best to justify that choice.

Yours faithfully,

J. L. HOLLAND.

# LOCAL GOVERNMENT SERVICE

*Editorial Offices : 24, Abingdon Street, Westminster, London, S.W.1. Telephone : Whitehall 9351 (6 lines). Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration. Authoritative local news on matters having more than a purely local interest is welcomed. Legal and other inquiries relating to Local Government will be answered promptly. All communications should be addressed to THE EDITOR.*

*Advertisement Offices : A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4, to whom all advertisement communications should be addressed. Replies to Box Nos. must be sent to A. Darby's Advertising Service. Telephones : City 6686 and 6687. Telegrams : Darbiads, Cent, London.*

## Bon-Accord

HERE were several outstanding features of the Aberdeen Conference which will help us to remember the visit to the "granite city" for a long time to come. The first was the hearty and generous welcome which the delegates received from the Lord Provost and the City Corporation and its officers. If there was one sad note which was felt by every delegate, and particularly by the members of the National Executive Council, it was the unfortunate absence of Mr. G. S. Fraser, the town clerk of Aberdeen, who only a week or two before the Conference had been given three months' leave of absence on medical grounds. We know that he would be seriously disappointed to be away from Aberdeen at Whitsuntide, because it was due to his enthusiasm and advocacy that the Association decided to hold its Conference in his beloved city.

The agenda was the most interesting for many years, and the debates reached that high quality which we have come to expect at a N.A.L.G.O. Conference. In this connection the women scored heavily on the second day. The President, Mr. G. W. Coster, presided in a manner which has never been excelled—he got the confidence of the delegates from the very first moment, and he held it unto the end. Considering that he has only recently recovered from a very serious illness, his chairmanship was a great achievement; that was all the more remarkable because the strain of controlling a meeting of such dimensions is physical as well as mental.

Every past Conference can be labelled with a distinctive "tag." The Aberdeen Conference will be known as the "Bon-Accord," not only because the welcome was true and genuine, but because the National Executive Council seemed to have regained the confidence of the "floor of the house."

The report which the Council presented was a magnificent one; it was a record of a year's stewardship which fully merited all the graceful tributes paid by Mr. W. H. Legh-Smith, the city treasurer of Liverpool, when voicing the thanks of the Conference to the chairman and members of the National Executive Council.

The leadership from the platform was splendid, and the reward was the endorsement of all the Council's recommendations.

### One-way Stream of Organisation

There were two or three decisions given which marked turning-points in the history of the Association. For twenty-five years the constitution of the Benevolent and Orphan Fund has remained almost unchanged. It is true, additions and alterations have been made to the structure of the scheme from time to time, but now it is to be completely revised. This decision is no reflection on those who have given their best efforts and unstinted devotion to the Benevolent and Orphan Fund over a long period of time. It signifies the decision of the Conference that the control of the fund should be vested finally in the National Executive Council, and administered regionally by the District Committees, who will be given not only the responsibility of looking after those in need, but of raising the funds in order that all the necessary assistance may be provided. The District Committees are a vital part of N.A.L.G.O.'s scheme of organisation, and can be entrusted with every confidence to make the B. and O.

Fund administration a very human affair. But the decision to change the constitution of the fund is a pointer to "what is going on in the minds" of a very large number of members, concerning the management of all N.A.L.G.O. activities. "There is a rapidly growing feeling in N.A.L.G.O.," said Mr. E. A. S. Young, "that there should be a one-way stream of organisation from the branches to the District Committees, and finally to the National Executive Council." It will one day be realised that N.A.L.G.O.'s technique of organisation, especially as regards ancillaries, has been an intelligent anticipation of the inevitable metamorphosis of all systems of organisation on trade union lines. Let there be no mistake about that, nor about the inevitability of the fundamental changes that are coming over all forms of organised society. No statement, so hopeful for the future, has emerged in the Conference chamber than that which we have just quoted from Mr. Young's speech at Aberdeen.

### A Great Gesture

Another spot of vision was the endorsement of the Council's policy as regards public relations and publications. It is not always easy to see further than the narrow confines of one's own experience, and imagination is a gift from the gods, who are apparently very discriminating. The proposal was a delicate one, and consequently all the more difficult to handle. There were dangers of wrong impressions getting abroad, and that was why the opponents had more scope than the advocates of the idea. The opposition had a good run for their money, and as very little harm has been done, the rest can be left to the National Executive Council. The decision was a great gesture on the part of the majority and did credit to those who appreciated the Council's difficulty.

### Impressive Memories

We cannot let the record of the Aberdeen Conference pass without paying tribute to Mr. McIntosh, the chairman of the Conference Council, and Messrs. J. Bishop and G. A. Stephen, the joint secretaries, and to all their aides-de-camp for their splendid contribution. This work started a year ago, and did not finish with the end of the Conference, and if they retain memories as impressive as those taken away by the delegates, then they will be in some measure rewarded. We have felt for some time past that the National Executive Council might some day consider leaving a permanent reminder of each Conference with those who shoulder the main burden of the work of preparation.

(Continued from page 549.)

Building Society, and other activities of the Association. On policy they were right, and N.A.L.G.O. should give them an opportunity to work out the details without having to thrust the details of a commercial transaction on to the floor of the Conference.

**Mr. F. C. Humphries** (North-Western District), supporting the National Executive Council motion, said that every objection raised about the ability of the Council successfully to run a journal had been raised against every activity brought before the Conference in the last ten years. Show them they had the members' confidence; allow them a fairly open hand, and once that had been done, the Council would come to Conference in years to come and show they had made a success of the items they were now asking permission to purchase.

**Mr. F. A. Bristow** (South-Eastern District), supporting the amendment, said the success of N.A.L.G.O. in other ventures had nothing to do with this case, because N.A.L.G.O.'s success could not be measured in terms of finance. If they embarked on the proposals before them, they would have a journal which would be suspect at once. If there were an anti-N.A.L.G.O. campaign they could not oppose it through the medium of a journal which would be read by very few of the general public.

**Mr. Cole** (Plymouth) said the mover and seconder of the amendment had created in his mind a feeling of terrible fear. He was sorry they talked about national politics and national newspapers. They were all agreed they did want something to be read by the general public more than their present journal. The difficulty was that the National Executive Council came to the last Conference with a proposal which was put in such a manner that it created suspicion all round. No matter what was done, the National Executive Council could not always be right, and they could



Mr. Lucas E. Rumsey, after having been educated privately in England and in Brussels, was articled to his father—Mr. Lucas Rumsey—who first practised in London and subsequently in Bournemouth and Christchurch. He passed his Final Examination in April, 1902, and subsequently acted as managing clerk to different firms of solicitors on the south coast and in London until 1920, when he went to Leicester as managing clerk to Messrs. Freer & Company. He was appointed Deputy Clerk of the Peace and of the Council in 1922 and a partner in Freer & Co. in 1926; and in 1932 he was appointed Clerk of the Peace and Clerk of the County Council. He has just been elected by the East Midland District to the National Executive Council.

## Equal Pay for Equal Work

not always be wrong, and he was convinced their attitude in this matter had been a correct one. Assume they accepted the principle that they wanted a journal. The only thing they could do was to do their utmost to let the National Executive Council explore every avenue to get the best journal possible, and he believed on examination it would be found that what they recommended last year would prove to be the best.

**Mr. F. J. Willett** said it was not a question of fear but a question of opportunity which the Council wished to seek. There was not, and there would not be, any attempt to control the public voice, but rather to educate public opinion in regard to local government which, in their opinion, there was little provision for at the present time. The enhancement of the prestige of local government! What did their next-door neighbour know about local government? He turned on the water, electricity or gas; he had the social services, and he was content. In other parts of the world, local government was in danger and was being destroyed. The Executive did not feel that danger would arise in our own country, but it was necessary to keep before our people the advantages which they possessed, and of which in a great many cases they were not altogether aware.

**The President** said he did not think Conference would be doing a very good service if they sent the motion back to the Council. The amendment had been against the principle, and he suggested they should get rid of the amendment and then vote on the principle.

**Mr. Shee** said, in reply to the wishes expressed by the President, the South-Eastern District Committee were no more anxious it should go back to the Council, but the amendment in itself initiated quite a different policy from that put forward by the Council. If they would allow the paragraph of the report to be referred back, they would withdraw the amendment.

The President said that could not be done, and Mr. Shee then said he would withdraw his amendment in order that Conference might vote on the matter of principle.

On a show of hands, the motion was declared carried. A card vote was demanded, and this resulted in 36,709 voting for the motion and 33,426 against, the motion being declared carried.

### EQUAL PAY FOR EQUAL WORK

There was lively discussion, in which the women delegates took a prominent part, on a motion of the National Executive Council: "That this Conference agree with the principle of equality of opportunity for men and women with equal pay for equal work."

**Mr. J. W. Wilkinson**, submitting the motion on behalf of the National Executive Council, said it fell into two parts—first, equality of opportunity, and secondly equal pay. Could they, as local government officers, some of them administering the Education Acts which conferred

equality of opportunity for education right through to the Universities, reasonably refuse to grant equal facilities for the boys and girls to make common use of the education which they had helped them to receive? Could they refuse to say that since men and women had to pass the same examination tests, a woman was less fitted for a particular type of work than a man? Could they say a solicitor, doctor, or associate of the Chartered Institute of Secretaries, or a finalist in N.A.E.G.O.'s own examination, was less qualified because of sex? If so, why were not easier examinations set for women? If not, what was the peculiarity of women that they should in theory be less able to put their academic knowledge into practical effect? Equality of opportunity was the only logical and rational sequence to equality in local and national franchise. There would not be one voice raised against equality of opportunity for men and women in business, the professions, and public service ten years hence, and it was for that Conference to place N.A.L.G.O. in the vanguard of this movement and to declare itself in favour of the principle. The question of equal pay for equal work was even more important and more urgent.

### PAY THE PERSON—OR THE JOB?

Whilst the debate in the House of Commons was confined to the pay of women in the civil service, they had to consider its application to the local government service. Unless Conference declared itself in favour of that policy, they were asking local authorities to pay the person and not the job in their salary scales. The result of this would be, instead of looking forward to promotion, they would have to depend upon personal reactions to their annual applications for increases, and the economic and other considerations at the time when their applications were being considered. The final consequence would be a depreciation of salaries and conditions of service. The only point to decide was, the labourer worthy of his hire? It was the job that counted, and the person performing that job should receive the appropriate salary for it, irrespective of other considerations. A woman had to pay as much for her daily newspaper and cigarettes, and it seemed only logical this should be recognised on the other side of the account. This was no new idea, for the principle of equality had been accepted by the London County Council in many grades, and a number of county councils and nine borough councils accepted the principle in all grades. The civil service accepted it, and it was also accepted in the case of medical officers and factory inspectors. They were told higher wages should be paid to men because they had family responsibilities. They might have greater responsibilities, but that was an argument which should eventually rest upon itself, for two grades doing the same work, in the end, must tend to depress the higher. This had ceased to be an academic question, and it was one which they local government officers had to face.

## Women—and Men—on Equality of the Sexes

**Mr. W. R. Willcox** (Altringham and District) on behalf of his branch, moved an amendment: "That this Conference agree with the principle of equal pay for equal work for both men and women." He said they had no fault to find with women receiving the same pay as men, but their complaint was that women should be given the same opportunity as men, which was a very different matter. They did not want to be considered squeamish or unfair, or for it to be thought that the men were afraid of the other sex usurping their positions, but they did say it was not fair for them to have the same opportunity when it was incumbent on the man, by virtue of custom, to maintain his wife and family, the other having no responsibility whatever, although there may be exceptions.

**Miss Gaukroger** (West Riding) seconding, said there was a real physical difference in the sexes which was reflected in the different work men and women could do. From this point of view, there were jobs that were essentially men's work and jobs which were essentially women's work. It would be better to put up the status of the woman in her own line rather than that she should compete and claim equality of every opportunity. There were many jobs to which both men and women could aspire, but surely they would not be so foolish as to say that, having equal work, equal ability, equal qualifications, that they should not have equal pay. It would be a folly to so deliberately open the door to cheap labour. They would then have the woman chosen because she was cheaper. The thing to do was to keep it on a level all round, from every point of view.

### ATTRACTIVE BUT HARMLESS

**Miss P. Lilleker** (Sheffield) declared, in a lively speech, that women were not receiving value in the matter of salary for the services they rendered. There were serious dangers to the attractive motion, and as the matter remained at the moment it was perfectly harmless and entirely useless to the women. To approve the principle and do nothing more was nothing but a waste of time. Civil service women had had a similar principle floating about for sixteen years, and they were no nearer the application of that principle to-day than they were sixteen years ago, when it was passed. If the Conference passed the motion as a principle and branches made an attempt to apply it, it would bring about one of two things. Either it would be the means of gradually eliminating women from the service, or it would institute a salary bar at a lower rate of pay for men for certain work. It might even do both these things. To those who had come intending to support the motion and the amendment, she would ask how many were prepared to go back to their branches and take the matter to their local authority asking for its application? How many of them had any assurance it would be accepted without financial detriment to the men and detriment to the continued employment of the women? She guaranteed there was not one of them. "There are two ways of levelling

salaries," said Miss Lilleker, "up and down, and there is nothing in this motion or amendment to say which we want. There is something wrong when a man's salary is £260 a year who is sitting next to a woman doing the same routine work who is receiving £150 after nineteen years' hard labour. (Laughter.) There you have an example of equal work. Are you going to tell me you can take that back to your local authorities and use it as an argument to raise that woman's salary? It is the finest argument I know for bringing down that man's salary, say to £180, on that class of work. Most authorities will generally employ a man in preference to a woman if they have to pay the same high salary. Whether women like it or not, it is indisputable that a man is a wage-earner to retirement and every woman is not. I know some are, but that is unfortunate. (Laughter.) The ambition of most girls when they start in business is to become wage spenders. (Renewed laughter.) I make no apology for telling you it was mine, but in 1914 we were plunged into war, and thousands of women had to make sacrifices. The employer does not expect continuity of service for longer than ten years from a girl of sixteen, and the value he places on her services is therefore less than that placed on a youth of the same age from whom he can reasonably expect forty years' service. It is the reason why women are paid less than men. There is room for both men and women in the local government service. Women are now doing work formerly done by men, but that does not necessarily mean they are doing men's work. (Laughter.) If I had the assurance of every local authority that this principle would be applied without detriment to men or women, I would put up both hands, but equal pay as a principle only is not worth the paper it is written on. We want something with which we can approach our local authority as a basis of bargaining. I oppose the motion on the grounds that it is utterly useless to the present needs of the women and likely to be detrimental to their present employment." (Prolonged applause.)

### MEN'S FAIR TREATMENT

**Miss Stansfield** (National Executive Council) said the previous speaker thought they would not get the equality they were asking for, but in her experience of working with the men, she had always found them thoroughly fair, and she had no fear about the equality they were asking. She asked Conference not to accept the amendment, not that she was in disagreement with it, but because it did not go far enough. The effect of asking merely for equal pay for equal work would have the result of reducing the women members to the lower paid jobs in the service. In the past it had been said women were not willing to prepare themselves for the higher-paid posts in the service, but now women were going to the summer and week-end schools, and where Universities provided courses in administration they would find women were beat-

ing the men in examinations. Having opened the door to them, were they going to close it again and say these opportunities were not for them, and it was merely intended they should have a glimpse of them? They had found local authorities had come forward very generously with financial assistance for the women to take these courses as well as the men. Was N.A.L.G.O. going to encourage the women to take advantage of the facilities they offered, and then not make the most use of them? Were they going to say they could not put the best candidate in a job because she happened to be a woman? The amendment would not only be retrogressive, but inconsistent with N.A.L.G.O.'s own education policy.

**Miss E. Bradshaw** (Cheltenham) supported Miss Lilleker in her opposition to the amendment. If the men would return to their branches and support wholeheartedly a resolution for equal pay for equal work, then she was in favour of equal pay and equal opportunity, but she felt even this was put forward with the tongue in the cheek, and would result in the opportunity just not occurring.

**Mr. R. H. Hewitt** (Salford) declared that the subject was just as vital to women as to men and the future of the local government service. They must have equal opportunities if they were to have equality of pay. Many women to-day, through the War, were in precisely the same position as men. Their responsibilities were just the same, and they took their place as the breadwinner because of the men who did not come back. Surely, if they had gone to that trouble, and had brought themselves up to that standard to do any kind of work, they should be helped by seeing they got equal pay for the work they did. In all authorities there were capable women, and the danger to them was just the same as to the men—the bringing in of younger women without the same responsibilities who were prepared to work for less money. If it was true that equal pay would bring salaries down, it



Mr. Harry Taylor, Deputy Town Clerk, Stoke-on-Trent, entered the office of Town Clerk early in 1914.

In 1923 he was articled to Town Clerk E. B. Sharpley, Esq., and in February, 1927, he was admitted a solicitor, being appointed first assistant solicitor during the same year. In 1929 he was appointed Deputy Town Clerk.

Mr. Taylor is Chairman and Hon. Solicitor to Stoke-on-Trent Branch and the Vice-Chairman of the West Midlands District Committee. He is now a member of the National Executive Council for the West Midlands District.

would have happened already. He supported the National Executive Council in their endeavour to see the conditions for women were exactly the same as for men, for it would eliminate that filtration into the service of young women whose responsibilities were not so great.

**Mr. J. M. Scott** (Dundee) said that four years ago his branch had a similar resolution on that very issue, and Conference turned it down. The issue was whether a post was graded at a particular salary, and the question of sex did not enter into it. If a woman was capable of filling a post, she ought to have the salary attached to that particular post. It was in the interests of everyone that they should secure equal opportunity and equal pay for equal work.

The amendment was lost, and the motion of the National Executive Council was carried by a large majority.

#### FIVE-DAY WORKING WEEK

**Mr. O. Burton** (Rotherham), on behalf of his branch submitted the following resolution:

"That the National Executive Council be authorised to take into further consideration the question of the taking of steps to obtain the introduction of a five-day working week for the Local Government Service, and to submit a report with regard to this proposal to the 1937 Annual Conference."

He asked that it be referred to the Executive Council in order that a further report could be presented to the 1937 Conference and the matter could be fully discussed.

The motion was formally seconded.

**Mr. S. Brodie** (Glasgow), supporting the reference back of the motion for further consideration, said that, having regard to the mechanisation of the local government



Mr. E. F. Bacon, Superintendent, Attendance and Juvenile Welfare Department Education Committee, Norfolk County Council, has 32 years' local government service to his credit. Following temporary partial disablement as a result of wounds, he returned to the Norfolk Education Offices in 1917 to take the post of Senior Clerk in the Higher Education Department. In 1919 he was appointed to his present post. He was honorary secretary of the Norfolk Branch from 1925 to 1932, and has served as chairman of the Executive Committee of that Branch since then. He has been a member of the Eastern District Committee since 1925, and was chairman of that committee during 1933 and 1934. At the present time he is chairman of the Eastern Regional Committee and representative for the Eastern Area on the management committee of the B. & O. Fund.

service, the resolution would appear entirely indefensible. It appeared that the National Executive Council were content to fiddle round while the wheels of progress in the form of machinery played havoc with service conditions they had striven for years to attain and maintain. The best form of defence was attack, but if the Council was prepared to wait until something happened before taking action, he shuddered to think what the result would be. If it came to the local authorities that they were satisfied, could they object if a policy which seriously affected them was continued? If work was to be speeded up by the introduction of machines, they must get a share of the benefits, which could be best done by a substantial reduction in working hours.

**Mr. E. L. Riley** (National Executive Council) said both he and the Liverpool Branch would all like the ideal five-day working week, but the speakers had mainly looked at the matter from the point of view of the administrative staffs. The local government service was not a five-day but a seven-day service, representing public utility, transport, hospital services, etc. His information was that a five-day working week was only applicable at the moment to factories, workshops, etc., where the whole building could be closed down. To go forward at this stage with a request for a five-day working week, when they had so much in hand, would be imposing too big a duty on the National Executive Council.

The amendment was defeated, and the Council's report adopted.

#### STANDING JOINT COMMITTEE

The following notice of motion by the North-Western District Committee was withdrawn:

"The Standing Joint Committee shall be composed of members of the National Executive Council and representatives of admittable sectional and professional organisations who shall be members of the National Association of Local Government Officers and whose organisations declare willingness to influence in their local areas membership of the Association."

**Mr. G. A. Stone** (National Executive Council) remarked that the view of the National Executive Council was that when they asked the sectional associations to join them in the Standing Joint Committee, they looked to receive from them as well as to be able to help them. They asked them to make a contribution to the common stock, and it would be ungracious to attempt to apply some coercion to them. They believed the time had come when it would be a good thing to invite the sectional organisations to join them in considering ways and means whereby they could find a greater degree of common ground and a greater degree of co-operation as between these sectional associations and themselves. He therefore moved a notice given by the West Midland District Committee, the South-Western District

Committee, and the Dorset County Branch as follows:

"That in the opinion of this Conference it is desirable that N.A.L.G.O. and the Sectional Associations of Local Government Officers should confer with a view to formulating a scheme to ensure closer working while maintaining the separate identity and status of the Sectional Associations."

The motion was carried unanimously.

#### REPRESENTATION

A motion of the National Executive Council to transfer Berwick, Roxburgh and Selkirk to the East and North of Scotland area from the South and West Scotland area was agreed.

#### LOCAL GOVERNMENT EXAMINATIONS

The Manchester Branch submitted the following notice of motion:

"That this Conference re-affirms the policy that, for officers who wish to qualify vocationally and for whom there is no appropriate qualification, a suitable examination (or examinations) should be established."

"That for this purpose the National Executive Council be requested to take such action as may be deemed necessary to secure the formation of a Local Government Examinations Board competent to arrange such a recognised examination (or examinations)."

**Mr. A. V. Hirst** (Manchester), in moving, said he was concerned with those who did the clerical work. They would like to see an examination where the applicant was taught the particular job and he wanted Conference to instruct the National Executive Council to bring about this new examination.

**Mr. Miller** (Manchester) formally seconded.

**Mr. Chaston**, on behalf of the National Executive Council, supported the motion saying ever since the Association had been represented on the Poor Law Examination Board they had pressed for this particular extension on the lines indicated.

The motion was unanimously agreed.

#### BRANCH AUDIT OF LOCAL CORRESPONDENTS' BOOKS

The following amendment of the Stoke Newington Branch was withdrawn on the National Executive Council agreeing to take back their report on the subject:

"That in the opinion of this Conference the business of Branch Local Correspondents should not be deemed to be within the jurisdiction of Branch Executive Committees, and that Headquarters should accept responsibility for safeguarding the interests of members of sub-sections of the Association; and also that a sufficient check would be afforded

## No Affiliation with the T.U.C.

if notices were sent from Headquarters to members who were apparently in arrear with their payments 15 days after they became due."

### HOSPITAL AND NURSING HOME SCHEME

An amendment of the South Wales and Monmouthshire District Committee, that the Committee of Management of the Provident Society be requested to consider the question of including in the hospital and nursing-home scheme the parents of members where such parents resided with the members, was lost.

### AUDITORS

It was agreed that Messrs. Jackson, Pixley & Co., Chartered Accountants, of Kent House, Telegraph Street, London, E.C.2, be appointed the Association's auditors for the year 1936, and that a fee of five hundred and twenty-five pounds (£525) be paid to them for their services.

### INVITATIONS FOR ANNUAL CONFERENCE

It was agreed without discussion to insert the following sentence in the rules:

"All official invitations to the Association to hold its Annual Conference in a particular town during a particular year must be received by the General Secretary not later than 5 o'clock p.m. on the first day of March in the preceding year."

### DEATH BENEFIT SCHEME

The following notice of motion of the Doncaster and District Branch and the Glasgow Branch was agreed to without discussion:

"That the National Executive Council be instructed to explore the possibility and estimated annual cost per head of incorporating a Death Benefit Scheme (in units of £10) with membership of the Association, the Council's findings to be reported to Branches not later than December 31, 1936, to enable adequate consideration to be given and any necessary notice of motion to be tabled for the 1937 Conference."

The report of the National Executive Committee, as a whole, was then adopted.

### THANKS TO EXECUTIVE

A vote of thanks to the National Executive Council was moved by Mr. W. H. Legh-Smith (Liverpool), who said the report was a wonderful record of high endeavour and of wonderful achievement. N.A.L.G.O. were proud of their Executive, who were men and women from the various branches of the local government service, all imbued with the same motive, not merely to safeguard service conditions but to attain the highest efficiency possible. (Applause.)

Mr. W. W. Armitage (Chairman of the National Executive Council) responded,

saying the Council thoroughly deserved the vote. The members gave many hours to the carrying out of the duties entrusted to them. The Aberdeen Conference had been considerably more enjoyable than the last two Conferences because of the confidence displayed in the Executive Council. It gave them heart and grace to continue with their work. It was important to remember that if the Conference had faith in its Council, it would confine its discussions to questions of policy, leaving the administrative details to be worked out by the Council. It was a matter of great comfort to the Executive that they had the confidence of members, so admirably expressed now.

### AFFILIATION WITH THE TRADES UNION CONGRESS

The Abertillery Branch submitted the following notice of motion:

"That the time has now arrived when N.A.L.G.O. can no longer stand aside from the overwhelming majority of the organised workers by hand or by brain; and that, consequently, we call on the National Executive Council to approach the Trades Union Congress General Council, with a view to becoming affiliated to that body."

"And that all other steps necessary to achieve this end (alterations of rules, etc.) be proceeded with."

Mr. A. J. Cottle (Abertillery), moving the motion on behalf of his branch, said he did not want anything to interfere with or jeopardise the good relations existing between N.A.L.G.O. and their trade union friends, but he knew N.A.L.G.O. had learned the niceties of debate and nothing would be said, he felt sure, to give offence to those who had proved to be their friends in the past. South Wales could claim to have been in the very forefront of trade unionism ever since the days of Robert Owen, and as a branch they made no apology for placing their motion on the agenda. The Trades Union Congress was the fountain head of organised trade unionism in this country and so far as the industrial unions of South Wales were concerned, unless they were affiliated to the Congress, their credentials as a trade union were looked upon with suspicion. From the standpoint that in order that N.A.L.G.O. should be in the forefront of trade unionism in this country, they asked Conference to vote for the resolution. One of the ways to bring about the recommendations of the Hadow Report would be to align themselves to the Trades Union Congress and get added weight in addition to the great weight it possessed itself. If they had been affiliated to the Trades' Union Congress over a period of ten or twelve years, instead of their being four per cent of the officials of the local government service outside superannuation, they would for a long time have had a compulsory superannuation measure upon the Statute Book. If they were united in their own ranks as trade unionists, it was only logical that the next step should be

for themselves to join up with the organised forces of trade unionism. The trump card of the opponents of affiliation with the Trades Union Congress was that the Trades Union Congress was closely allied to the Parliamentary Labour Party, and if N.A.L.G.O. affiliated with the Congress, it meant that they would be taking part in party politics. There was no ground whatsoever for that argument. The T.U.C. was a body distinct altogether from the Parliamentary Labour Party. The Trades Union Congress was out primarily for the purpose of raising the standard of the organised trade unionists in this country, and he hoped the Conference would not be misled by the red herring of politics being drawn across their path. Whatever was good enough for so many other organisations should be good enough for N.A.L.G.O., and he appealed to the delegates to vote for the motion.

Mr. T. G. Buffet (Pontypridd), seconding, said they felt the time had arrived when they should join with other organisations against the lowering of wages and standards. The object of the Trades Union Congress was simply an extension of the right to form an association of workpeople. Many were of the opinion that N.A.L.G.O. was composed of professional workers, and therefore were not in the same category as industrial workers. Trade unionists were industrial, and the wages depended upon the profit-making capacity of industry. The salaries of local government officers also depended upon industry. Affiliation to the T.U.C. did not necessarily mean adopting the politics of the Labour Party, for the industrial and political sections of the Congress were kept quite distinct. The funds of the industrial section could not by law be appropriated for political purposes. What they wanted was a national bread-and-butter policy which was far more important than local bargaining.



Mr. H. J. Altoun, Rating Officer, Hastings, joined the staff of the Hastings Corporation in 1905, after two brief years in the Civil Service; was made Cashier 1906, Assistant Overseer 1907, and Rating Officer 1927. Mr. Altoun has been a member of N.A.L.G.O. practically from its inception, Chairman of the local branch for seven years, a member of the South Eastern District Committee over 15 years, and Hon. Treasurer of South Eastern District for five years. Mr. Altoun is on the N.E.C. of the Inc. Association of Rating and Valuation Officers, of which latter body he is honorary examiner for their technical examinations. He successfully contested the election for membership of the National Executive Council in the South Eastern District.

**Mr. B. S. Bennett** (Liverpool), on behalf of his branch, submitted the following amendment to the motion:

"That this Conference, whilst appreciating the valuable service rendered to organised labour by the Trades Union Congress, expresses the opinion that Local Government Officers, as servants of the public, should be members of an independent organisation, and that such organisation should not be associated with party Political activities."

He explained they were not out of sympathy with the Trades Union Congress in its desire to protect the independence of opportunity of its members, and they were all conscious of what it had done in improving the standards of the working people of this country. They, as local government officers, had benefited as a result of its activities. Similarly, they knew that the T.U.C. had an appreciation of what N.A.L.G.O. had been able to accomplish in the organisation of local government officers. To that extent, they were on common ground, and there was no room for disagreement, but the T.U.C. had gone much further and had pledged itself to the support of a political party to develop its principles. They believed from the point of view of the local government officer that trade unionism and party politics were two entirely separate items, and it would be a mistake for them, as servants of the general public to sacrifice their individuality as an Association by linking up with any other organisation which would bring them into the realm of party political activities. Public opinion of this country had associated the T.U.C. with party politics and that same public opinion would identify local government officers with party politics were they to become affiliated. Local councils were elected by the citizens. Any group of citizens might have various opinions on political questions, but these citizens in the main had confidence in their administration, so it was for local government officers to take special care nothing



Mr. A. J. Gould has been Chairman of the South Wales and Monmouthshire District Committee for the past two years and President of the Glamorgan Branch for two years. Prior to 1930 he was a member of the Management Committee of the South Wales and Monmouthshire District of the N.P.L.O.A. for many years. He has been a member of the staff side of the Joint Committee of the Glamorgan County Council for the past six years.

## Most Purely Democratic Institution Left

was done to undermine that confidence. For that reason, they considered that N.A.L.G.O. should not be associated with any movement that had association with any political party activity. In 1927 the Government prohibited the civil service from belonging to any organisation except the civil service organisation, and prevented them from affiliating with any organisation which has a political party bias or association with politics. If it was thought necessary to prohibit civil servants from association with party politics, how much more necessary was it that they as local government officers should be kept free from any charge of political bias. The civil service never met their employers. In industry the employer was not concerned with the political leanings of his staff, and employer and employee could meet face to face and discuss conditions without any question of politics arising. But that was not so with the local government officer. He had employers who were elected on a political basis, but unlike the civil servant, the local government officer was continually brought into contact with his employer and, in the event of any staff discussion there would be the risk of an employer being biased against an employee if he had any knowledge of his political feelings. N.A.L.G.O. could always co-operate with the T.U.C. on such questions as superannuation, but affiliation was another matter. They must remember that local government belonged to all people, and not to one section or class; and consequently it was the most purely democratic institution left in this modern world of economic chaos.

### N.A.L.G.O. AND POLITICAL PARTIES

**Mr. Humphries** (North Western District) seconding the amendment, said refusal to affiliate with the T.U.C. was not because it was the T.U.C. It was merely that the Congress was so closely allied to a political party they could not afford as local government officers to associate themselves officially with it.

**Mr. W. W. Armitage** said that in opposing the motion on behalf of the Council he wished to make it clear that they were not opposing the principle of trade unionism. On the contrary, they believed in that principle. Nevertheless, there were a number of very important factors to be taken into consideration when it was suggested that N.A.L.G.O. should join the Trades Union Congress. Mr. Kean, the President of that Congress, speaking at Brighton, stated that the Trades Union Congress and the Labour Party had similar aims, and that to all intents and purposes were the same body. Would N.A.L.G.O., he asked, in joining up with the Congress, be linking themselves up with a political party? Were there justifiable reasons why N.A.L.G.O. should not join the Trades Union Congress? The Council thought there were. First, let them consider N.A.L.G.O.'s form of organisation. Briefly, they included in their membership officers of the highest rank, and also officers of every grade down to juniors sticking

stamps on letters. Many of the chief senior officers occupied confidential and advisory positions. They not only had to carry out policy, but they had to advise their authorities on questions of policy. He and his colleagues on the Council regarded it as a strict duty incumbent upon them to give their unbiased opinions regardless of the effect such opinions might have upon any party organisation, and they could only merit and retain the confidence of all sections of the ratepayers by remaining aloof from active political partisanship. If the notice of motion before them had suggested affiliation with a similar organisation attached to the Conservative or Liberal parties, they would have taken exactly the same line of thought.

Secondly, let them consider the position occupied by the local government service in the lives of the people. Its officers were not engaged in private enterprise; they were not working for employers or in an industry, aiming at personal profits or aggrandisement. They were primarily the servants of all the people, and the people had the right to expect from them the strictest impartiality. The members of the Council and, he believed, apart from some very small areas, local government officers at present had the confidence of all parties. They knew, of course, that there were difficulties in certain districts, but by joining the Trades Union Congress they would create far more difficulties than they would remove. If the local government service were an industrial organisation engaged in competitive undertakings, things would be different. They believed that the Trades Union Congress was an essential part of the political and sociological life of the nation. They believed, also, that the great majority of the members of the Trades Union Congress appreciated N.A.L.G.O.'s position, and had no antagonistic feelings against its members. There would be more likelihood of antagonism arising if they were to become members of the Trades Union Congress than there is at the present time.

### DISINTEGRATION

Let them look at yet another aspect of the question. If N.A.L.G.O. joined the Trades Union Congress it would become a political organisation. Let them make no mistake about that. But they would not be able to take N.A.L.G.O., as they knew it to-day, into the Trades Union Congress. That organisation had 87,000 members, which had been built up by the magnificent devotion and the united efforts of thousands of local government officers—without thought of fee or reward, and impelled solely by a spirit of self-abnegation and loyalty to their colleagues—that great organisation of N.A.L.G.O., he ventured to say, would be disintegrated. They had been told that they agreed to affiliate they would receive the assistance and support of Labour members on local authorities in the various applications for betterment of service conditions. That was a point of

## New Service Conditions Demand

which it was not wise to generalise. In fact, he and his colleagues on the Council rather resented the underlying imputation contained in such a statement, and they rated the honour and integrity of the average Labour member or representative very much higher than that. After all, when they made applications for what they really believed to be their just rights, did they desire to be judged on their merits or from the political aspect and coloured by considerations having little or no relation to the substance of their claims? If they could not substantiate a claim by sound argument, by logical reasoning, by its justice and strength, then he thought they had better lose it. Members of local authorities when they are elected did attempt, he firmly believed, to bring into some sort of co-ordination the diverse and conflicting views of their constituents generally. They also attempted, according to their lights, to hold the scales evenly between the ratepayers and the local government staffs. Their lights might occasionally burn a little dim, for human nature is very frail. But were they asked to subscribe to the view that if they refused to affiliate with the Trades Union Congress that sense of justice would be ruthlessly stamped out, and that their applications, regardless of merits, would be incontinently turned down? He could not accept such a view.

If it should ever become a recognised factor in the public life of this country that local government officers may openly take part in party politics, the limits of their activities could not be circumscribed. At the present time officers carried out the policies of the dominant party without fear or favour. In some places the swing of the political pendulum was perplexing, but it made no difference to the loyalty of the staff. The only alternative to the present system would be the "spoils" system, from which, happily, this country is free. From the profound depths of his natural instincts, assisted by the undeniable authority of unbiased persons fully familiar with the political life of this country, he urged N.A.L.G.O. should continue to stand on the firm foundation of its carefully built-up edifice. (Applause.)

The amendment was declared carried by a large majority.

### EVENING MEETINGS

Mr. A. C. Kirkbright (Acton), on behalf of his branch, moved the following notice of motion:

"That this Conference deprecates the practice of local authorities in holding council and committee meetings in the evening, thereby restricting the opportunities of Local Government Officers for education, rest, recreation, and social activities, and instructs the National Executive Council to consider the matter and to take such steps as may be necessary to urge local authorities to hold all meetings during the daytime, wherever possible."

Mr. Kirkbright said the practice of hold-

ing meetings outside ordinary office hours was widespread and increasing, and consequently many officers were restricted in the use of their evenings.

Mr. Hampton (Acton), seconding, said they maintained that an officer who had day meetings and was therefore able to take part in social and recreational activities, would be able to perform his duties better. The practice of evening meetings was not in the best interests of either side. If they were able to persuade a few authorities to curtail evening meetings, they would have accomplished something, and the motion would be worth while.

Mr. J. E. Rose (Norwich) moved the following amendment from his branch:

**"That the words 'and instructs the National Executive Council to consider the matter and to take such steps as may be necessary to urge local authorities to hold all meetings during the daytime, wherever possible' be deleted."**

He said while they deprecated evening meetings, they failed to see in the present structure of local government that it could be otherwise. If the course suggested by the Acton Branch were taken, it would undoubtedly debar some people from becoming elected representatives of the local authorities, to whom officers gave unstinted service. Many must have accepted service on local authorities knowing evening meetings were a condition of service, and to attempt to change would cause friction, and would be a contravention of their contractual obligations to the authority.

Mr. Bray (Norwich) seconded. The amendment was lost.

### ADMINISTRATIVE NECESSITY AND LEGITIMATE CALL

Mr. J. H. Warren, on behalf of the National Executive council, said that they considered the service should not be asked to deprecate what many knew in some cases virtually amounted to an administrative necessity and represented a legitimate call upon the staff services. It was a fact that if meetings of councils and committees were confined to the day, many would be deprived from serving the public, and others would suffer serious hardship. Evening meetings would grow to a greater extent in the future. They felt in these arrangements some recompense should be rightly claimed by the officers affected, but it was simply a case for adjustment. The National Executive Council believed that due recompense could be claimed and arrangements made for time off during the day, and they were prepared to accept the following amendment, submitted by the Stoke Newington Branch:

**"That this Conference calls the attention of Local Authorities to the serious restriction of the opportunity of many Local Government Officers for education, rest, recreation, and social activities, as a result of those Officers being required to attend evening meetings of Councils and**

**Committees. That the National Executive Council be instructed to take steps to bring this matter to the notice of the Associations of Local Authorities, to obtain compensating leave for those Officers concerned and to amend the model Conditions of Service accordingly."**

This amendment was carried.

### EMPLOYMENT OF MARRIED WOMEN

The London County Council Branch tabled the following notice of motion:

**"That this Conference is not in favour of the continued employment of married women within the local government service, save in exceptional circumstances."**

Mr. F. E. Cox, moving its adoption, on behalf of his branch, said the regulations of many local authorities contained what had been described as the marriage bar, marriage precluding the admittance of women to the service and terminating the employment of those already employed. There had been a tendency on the part of certain local authorities to do away with the marriage bar, and in the opinion of his branch it was time that N.A.L.G.O. should declare its policy on this question. Whilst he was prepared to agree that certain types of duty were properly performed by women officers, such tasks should be left to the single women. They said the right place for the married woman was in her own home, performing what should be a full time job. If she desired to do other work in addition there were heaps of voluntary organisations in which she could find an outlet for her surplus energies, and it was unnecessary for her to take a salaried post in the local government service. Of course, there were exceptions, such as a joint appointment with her husband, or the support of an invalid husband, and N.A.L.G.O. should agree then to the retention of married women in the service.



Mr. J. Brown has been a member of N.A.L.G.O. for over 23 years, and has been Secretary or Joint Secretary of the Lanarkshire Branch since its inception in the year 1913.

His experience of local government, both municipal and county council, extends over a period of fully 35 years; he has been a qualified Law Agent for 15 years, and his present appointment is that of Chief Committee Clerk to the Lanarkshire County Council. He now represents the South and West area of Scotland on the National Executive Council.

**Mr. Brewer** (L.C.C. Branch) formally seconded.

**Mrs. Booth** (Pontefract), opposing the motion, said no doubt they were aware that there was before Parliament the Midwives' Bill, and she hoped that N.A.L.G.O., before the year was out, would welcome into the Association at least another 8,000 women members; and 500 branches would benefit. Of the 8,000 women members who would become local government servants under the new Midwives' Act, she ventured to say that at least 25 per cent would be married women. She did not think N.A.L.G.O. would put a bar to the entrance of these married women into the local government service. As a nurse and health visitor, she must put before them the position of nurses, who were often twenty-five years of age before they could enter the local government service.

**Mr. Ramsey** (Leicester) pointed out that the words "exceptional circumstances" covered midwives and matrons of institutions.

**Mrs. Booth**, continuing, suggested that marriage, instead of being a bar, was an asset in some parts of the local government service, particularly the maternity and child welfare and midwives' service, and she hoped Conference would not put a veto on the continued introduction of married women into the local government service.

**Miss Noble** (Holborn) strongly supported the London County Council Branch motion, as an unmarried woman, on the ground of efficiency. Surely, if a woman was married, something had to go, either it must be her career or her home—she could not give adequate efficiency to both. No man or woman could serve two masters. (Laughter.) Some of them were fortunate not to be married—(laughter)—they were wedded to their career, and as such they were entitled to be on a fair footing. That fair footing could not be obtained if they were working almost indefinitely against married women, who, as a rule, work for less money than the single women, thereby depriving the single woman of the job for which she was qualified and to which she had a right. She, personally, had known a number of midwives, and 75 per cent of them were unmarried and with more qualifications. Women and men of a fair-minded disposition would all heartily agree that a woman who had qualified by examination or otherwise to carry out a

## Employment of Married Women Depreciated

certain job, was entitled to her full rate of pay, and she was being deprived of that by the married women coming in at a less rate of pay because she had a husband who was able to support her. Where a woman was married to a man able to support her, she should not be included in the service.

The motion was carried almost unanimously.

### CONVALESCENT HOME

The following notice of motion, given by the Metropolitan District Committee, was carried:

"That the National Executive Council be instructed to consider and explore fully the question of the necessity for, and the possibility of, establishing a Convalescent Home on the South Coast for the use of members."

### SUBSCRIPTIONS

The following notices of motion were lost:

By the Scottish District Committee:

"That Rule 9 of the Rules and Constitution of the Association be amended so as to provide that the monthly subscription on salaries exceeding £52 but not exceeding £104 per annum be at the rate of 8d. per month."

By the Leeds Branch:

"The percentage of the total amount collected in subscriptions during each year to be retained by branches shall be 40 per cent."

### HONORARY OFFICERS

A notice of motion by the Scottish District Committee to amend the rules and constitution of the Association so as to provide that the president and vice-presidents be eligible for re-election each year for a period of three years, was withdrawn on the explanation being given that under the present rules honorary officers could be re-elected for an unlimited number of years.

### CONSTITUTION OF DISTRICT COMMITTEES

A notice of motion given by the Northwich and District Branch and an amendment by the Halifax and District Branch to amend the rules regarding the constitution and powers of the district committees were lost.

### NEXT CONFERENCE

It was announced that as the result of the ballot the venue of the 1937 Conference would be Margate.

### INDUCTION OF PRESIDENT

**Mr. Coster** then inducted **Mr. W. B. Lloyd** into the presidential chair, the new

president being accorded an unusually enthusiastic reception.

The retiring president said he took the badge of office with great regret, but this regret was tempered by the fact that he had to hand it to Mr. Lloyd, who needed no introduction. He had been known to members in the capacity of honorary treasurer since 1924, and for the last two years as vice-president. By special request he had consented to continue to hold the office of honorary treasurer as well as that of president, and a precedent was constituted by having one gentleman in the dual capacity. This was intended as a distinct compliment to Mr. Lloyd, and was an advantage to them as an organisation. He had pleasure in inducting him as President of N.A.L.G.O., the greatest honour the organisation could confer on anybody. Mr. Lloyd came from Hampstead; they had had a president before from Hampstead. Hampstead must be fortunate in her officials, and N.A.L.G.O. seemed to be fortunate in having the use of Hampstead officials for N.A.L.G.O. purposes. He hoped Mr. Lloyd's year of office would be particularly nice, and that he would realise what N.A.L.G.O. was trying to give him was something which he deserved. The satisfaction they knew Mr. Lloyd would give in the discharge of his duties would only be equalled by the satisfaction they hoped he would be able to give himself.

The audience rose and sang "For he's a jolly good fellow," followed by cheer and applause.

**Mr. Lloyd**, acknowledging, said during his year of office he would make no rash promises. There was a good old saying that it was quite useless to make excuses because your enemies won't believe you and your friends don't want them. He had been touched two years ago when the Executive nominated him as junior vice-president, and they could have knocked him down with a feather. Every member of N.A.L.G.O. was a friend of his, and that would explain his promise not to make excuses.

The new president then presented a replica of the President's badge to Mr. Coster, which was inscribed "G. W. Coster, M.B.E., Clerk of the Assessments Committee; ex-Clerk to Guardians, President of the National Association of Local Government Officers, 1935-6." Mr. Lloyd commented on the charm and dignity with which Mr. Coster had dealt with all the National Association affairs during his year of office, saying he handed over the chair of office unsullied as he received it. They thanked him for his great services.

Rising to acknowledge, Mr. Coster was received with musical honours. He said he had maintained the prestige of the Association, he was very pleased, and he thanked N.A.L.G.O. for giving him the opportunity of holding the office. Mr. Coster concluded with moving a vote of thanks to all who had assisted in making the Conference a success, and Mr. Bishop and Mr. McIntosh, Secretary and Chairman of the Aberdeen Branch, responded.

The Conference concluded with "Auld Lang Syne."



Mr. A. J. MCINTOSH, B.Sc., A.M.I.C.E.

A DISTINGUISHED and representative company, at the invitation of the Local Conference Committee, on Saturday evening, May 30, 1936, assembled in the Town and County Hall, Aberdeen, under the chairmanship of Mr. A. J. McIntosh, B.Sc., A.M.Inst.C.E., president of the Aberdeen and District Branch of N.A.L.G.O., at a dinner given in honour of the President, hon. officers and delegates to their Annual Conference. A programme of music was carried out by Hamish Robertson's Players and an excellent entertainment of songs and duets was provided by Miss Violet Davidson and Mr. Wm. M. Johnson, with Mr. Irvine S. Cooper at the piano. After the loyal toasts, the hon. the Lord Provost, giving the toast of "The Association," said he did so with real enthusiasm and goodwill. He referred with regret to the absence through illness of the Town Clerk of Aberdeen, Mr. G. S. Fraser, the Hon. Solicitor of the Association for Scotland, saying it was most unfortunate he should have been laid aside at this moment, for there was nothing in which his interests had been more closely bound up than in N.A.L.G.O. He could not say too much in appreciation of what N.A.L.G.O. was doing, said the Lord Provost, to improve and strengthen the status of every local government officer, and that must redound to the credit and efficiency of local government. The work of local government was not in any way overshadowed by the central control that was becoming more and more insistent. He was one of those who would like to see the individuality and responsibility of local government bodies preserved and maintained and to do that they wanted a highly proficient local government service. As time went on, they were getting more and more of that, and he imagined N.A.L.G.O. had had a good deal to do with it. The Lord Provost referred to the matter of superannuation, and also said he was interested to watch the developments of the Whitley Council Movement, which he thought would solve all troubles. It was the fashion to sneer at Whitleyism, but there they had the proper and adequate machinery for the proper and adequate discussion of differences. (Applause.)

Mr. G. W. Coster, the President, responding, said what the Lord Provost had said about the Association was absolutely true. The success of any organisation of that kind depended upon a sound constitution and downright good spade work and the older N.A.L.G.O. got, the further evidence it seemed to give of stability. Whether they looked at Branches, Districts or the National Executive Council, everywhere their spade work was found in existence, and this spade work and co-operation allowed them to do what they set out to accomplish, helped and advised as they were by a competent staff.

## Other Conference Events

"We are an organisation out to do the best we can for the Service," concluded the President, "and by the Service we mean in the service of local authorities. The better we equip ourselves, the more useful we will be to you and the more valuable to the administration of local government."

Mr. G. M. Garro Jones, M.P., proposing the toast of "The City of Aberdeen," remarked that during the time he had been associated with the great city of Aberdeen, it had fallen to his lot to make a certain amount of criticism in respect of some of its aspects. That was not a happy task because of the local situation, but he welcomed the opportunity afforded by that gathering to emphasise his consciousness of the illustrious name held by the Aberdonian and which he is fully entitled to hold in all parts of the civilised world.

Bailie J. D. Munro responded in humorous vein.

Mr. D. B. Gunn, in the absence of Mr. G. S. Fraser, M.A., B.L., cordially proposed the toast of "The Guests," for whom Mr. Dingle Foot, M.P., replied.

Mr. W. E. Lloyd, F.S.A.A., hon. treasurer and the President-elect, submitted the toast of "The Local Branch," whose members he warmly complimented and thanked for their excellent arrangements for the numerous gatherings, and this was acknowledged by the Chairman, whose health was also drunk with musical honours.

### CHURCH SERVICE

On Sunday morning, several hundred of the delegates assembled outside the Art Gallery, where the President laid a wreath on the War Memorial. Accompanied by Mr. A. J. McIntosh, he headed a procession afterwards to the West Church of St. Nicholas, where a special conference service was held, conducted by the Rev. P. C. Millar, O.B.E., B.D.

Mr. A. J. McIntosh, President of the Aberdeen and District Branch, read the Scripture Lesson, while Mr. E. Beck-Slinn, Mus.Bac., F.R.C.O., played the organ. The hymns were well chosen and particularly well sung.

The Minister, having cordially welcomed the delegates, gave a brief address on the text, "Not by might nor by power, but by my spirit, saith the Lord," which he said were words of advice given by the Prophet Zachariah to his fellow citizens in Jerusalem concerning their service to the city. He would have them understand that the real and important forces of the community were not the material forces but the spiritual forces. Upon them fundamentally depended the prominence and prosperity of a city. This truth had been demonstrated throughout history, frequently in a very dramatic way, but in spite of that it was a truth which still required to be emphasized in these days when materialism and secularism were sweeping across the world in a great tidal wave, and multitudes of men and women were looking to material things alone as the way to progress and human betterment. This truth that happiness, progress and well-being rested ultimately on things of the spirit must be engraved to-day on the heart and consciousness of every citizen, and especially upon those who occupied places of responsibility.

The minister concluded his sermon with the words of Mr. Bernard Shaw: "I see no way out of the world's misery but the way that would have been found if Jesus Christ had undertaken the work of a modern, practical statesman."

The service ended with the singing of Blake's "Jerusalem" and the National Anthem.

ON Monday, a luncheon was given by the National Executive Council to the Local Conference Council at the Palace Hotel, the President, Mr. G. W. Coster, presiding. Among the guests were the Lord Provost and Lady Provost of Aberdeen, the members of Parliament and other prominent notabilities.

Mr. W. W. Armitage proposed the toast of "The Aberdeen Conference Council," and referred to the spade work put in by the local branch before the Conference took place. The arrangements had never been better made than they had experienced at Aberdeen. He coupled the name of Mr. A. J. McIntosh, Chairman of the Branch, with the toast.

Mr. McIntosh, who was warmly received, responding, said that as the personnel of the Local Conference Committee and that of the Local Executive of the Branch were the same, he felt he had in some measure already responded to the toast at Saturday's dinner. All he could say was that if the National Executive Council and the delegates were satisfied with the arrangements made for them, then the Conference Committee were very happy. They would be glad to help Margate in their arrangements for 1937, just as they themselves had been assisted by Cheltenham. He would like to mention publicly, he added, that the Glasgow branch, realising they were not a big branch, had sent a letter saying they were glad the Conference was coming this year to Scotland and enclosing a cheque for £50 to assist in the arrangements. (Applause.)

Mr. McIntosh added that the President and Mr. Hill (the general secretary) had called upon the Principal of the University to discuss the question of a Diploma of Local Government, and there was a possibility that in Aberdeen they might have a Diploma in Public Administration. If that should come to pass, then the Aberdeen Branch would feel more than rewarded for any work they had put into the Conference. (Applause.) He thanked the Lord Provost and Corporation of Aberdeen for all their assistance, and especially for the civic reception.

A telegram was received from Mr. Fraser, Town Clerk of Aberdeen, and the Association's Hon. Solicitor for Scotland, who was unfortunately prevented from taking part in the Conference owing to illness.

(Continued on page 561.)



MR. G. A. STEPHEN

Reports of the Provident Society, Building Society and Logomia annual general meetings will be published in next month's issue of "Local Government Service."



MR. JOHN BISHOP



Mr. C. A. W. ROBERTS, M.B.E.

MANY aspects of the educational policy of N.A.L.G.O. were mentioned and discussed at a meeting of education correspondents held on Tuesday, June 2, 1936, in the Music Hall, Aberdeen, under the chairmanship of Mr. C. A. W. Roberts, M.B.E., at which some eighty representatives were present. Mr. J. Chaston (Kettering), the Chairman of the education committee of the National Executive Council, had been obliged to return to London at short notice, and sent apologies for his absence. It was evident from the discussions that interest in educational matters is greater than ever, and numerous important and interesting points were raised.

The Chairman explained that the object of the meeting was to have an informal talk on education matters, which meant so much to those who were enthusiastic in the service. It must be very helpful to every education correspondent to see the extraordinary attention everyone is now paying to the education policy of N.A.L.G.O., and, speaking for himself, he could say it was something to encourage, to hearten, and to help. "We are on the upward move," said Mr. Roberts, "but do not let us weary in well-doing. Keep yourselves *au fait* with education literature from headquarters, and if you make it your business to display on notice-boards matters of importance, particularly to the junior members of the staff, such as the extension of the loans and scholarship schemes, you will be carrying out the wishes of headquarters." The chairman also emphasised the view that there are two sides to the education movement, i.e., the "cultural" side and the "practical" side, and these two were closely related.

#### BUILD ON SOLID FOUNDATIONS

Mr. W. W. Armitage (vice-president of N.A.L.G.O.), in the course of a short address, said he was a keen supporter of the education programme of N.A.L.G.O. In his journeys about the country in connection with the work of the Association, he had learned that the two most important things in the minds of members were, first, service conditions, and, secondly, the education policy. The members of the councils of the local authorities also attached much importance to the facilities provided for the education of their staffs. The erection of the completed edifice would take some time, but they

# Education Policy

## Local Correspondents Discuss Current Problems

must build on solid foundations which ultimately would be of inestimable value to the Association and the service. Those members who were taking office in the branches as education secretaries, and in the formation of area education committees, might very rightly class themselves as pioneers in this movement. They were building for the future benefit of those who came into the public service, and he begged them not to be at all discouraged by difficulties.

Mr. H. Slater, B.Sc. (Econ.), F.C.I.S., education secretary, urged the continued formation of area education committees, and said the honorary secretaries of those committees could do a great deal for education simply by interesting every member in this educational work. He hoped to see area education committees eventually established throughout the country, and these need not necessarily be coterminous with a University area. But these area committees must not become merely formal sub-committees of the district committees; whilst they must necessarily work within the framework of the district committees, they should themselves initiate schemes. He also urged that in all cases area committees should avail themselves of the services of any educationists in the district, including local councillors, chief education officers, University representatives, and so on.

#### A LONG-TERM POLICY

In furthering the primary objects of the Association, the betterment of service conditions, they must not overlook the more distant future; and as a long-term policy he commended the Association's education work, which would be reflected in service conditions obtaining in the future. The Aberdeen Conference had been good from the educational point of view, added Mr. Slater, because of the references to this particular part of the Association's work made by the Lord Provost, the several members of Parliament who had spoken to the delegates, and other important people.

Representatives from several districts in which area education committees have been established, presented reports containing valuable and detailed information to the conference with regard to the constitution and conduct of the business and proceedings of their committees.

Discussion took place on the courses conducted by the N.A.L.G.O. Correspondence Institute, and the education secretary asked that any criticisms of the curricula should be at once communicated to headquarters, as they were jealous of the good reputation now established for these courses.

The Chairman asked that any criticisms of these schemes should be forwarded to headquarters in order that the education committee might have an opportunity of considering them carefully. A question

had been raised as to whether or scholarships could be awarded on results of a degree or diploma in public administration. The Chairman pointed out that such examinations would now be able to be considered under the additions made at Conference to the list of examinations in respect of which awards are made under the scholarship scheme, i.e., "other examination approved by National Executive Council."

References were made to the library facilities available for students taking diploma or degree courses in public administration, and a suggestion was made that regional libraries might be established. The Education Secretary directed attention to the facilities already provided at headquarters. Representatives explained the schemes operating in the districts whereby the local librarians placed facilities at the disposal of members, and pointed out that it was thus necessary for students to purchase new books.

#### EXAMINATIONS AND DIPLOMA

The question was also raised of examinations appropriate for all departments.

The Chairman explained that the Public Law Examinations Board was remodelled its constitution, and that a Local Government Examinations Board would be established, and would conduct an examination suitable for all local government officers.

The question was then raised as to what effect, if any, this might have upon the status of the diploma.

The Chairman explained that it was intended that the certificate issued by Local Government Examinations Board should in no way interfere with the work of the Universities. Indeed, it was hoped that the value of the diploma would thereby be enhanced. It was hoped that a clerk would take his professional or vocational examination, including the newly established examination, and that he would study subsequently for his diploma in public administration.

A suggestion was made that a small leaflet giving particulars of the educational facilities should be prepared for circulation to the branches in order that such information may be posted on the notice boards in the town halls or local offices.

The Education Secretary agreed that this suggestion ought to receive consideration, and also mentioned that he hoped shortly to be able to prepare a booklet giving an outline of the education policy of the Association and the work which was being done.

On the motion of Mr. Sopwith (Sheffield), it was resolved that branch executive committees be strongly recommended to co-opt on to those committees the branch education correspondent.

A cordial vote of thanks to Mr. Roberts for his services in the chair was carried unanimously, and his acknowledgment closed the Conference proceedings.

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(Continued from page 559.)

### CIVIC RECEPTION

A truly Scottish programme was arranged for the civic reception on Friday night in the Beach Ball-room, 'which proved an ideal building for this much-enjoyed and appreciated event.

The delegates and their ladies were received by the Lord Provost and Lady Provost, and made their way at once to the hall, which had been set out with ample seating accommodation. Several kilts were worn by the guests, although the Lord Provost in his address of welcome told the company they would not see many. He had seen one there—worn by an Englishman!

The Lord Provost added that the people of Bon-Accord wanted to give them a real welcome to what, after all, was "no mean city." (Laughter.)

The President, acknowledging the welcome, said the delegates had already experienced some of the wonderful things of Aberdeen, and mentioned the intellectual and social charms of the city, the tonic of the ozone, the patronage of King Sol, the healthy climate, all making an attractive meeting-place for those lucky enough to have assembled there.

The concert programme which followed was admirably arranged, an enjoyable feature being the Scotch dances by the Misses Moira Corrigall, Annie Garrioch, Marion Dalgarno, and Rosalind Barclay. These were immensely appreciated, and the young dancers had to be recalled several times. Traditional Scots songs were rendered by Mr. Ronald Robb and Miss Margaret Middleton, while the programme concluded with a most popular item, a selection of Harry Lauder's songs by the London Sonora Band, under the direction of Bobbie Hind.

After the concert, the chairs were quickly removed, and the company settled down to over three hours' dancing, breaking up at an early hour on Saturday morning.

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